

Minutes

May 18, 2021, 12:00-1:30pm
Zoom Meeting

1. The meeting was called to order at 12:03 p.m.
 - a. Present: Kenyon Bonner, Kayla Booth, Ally Bove, , Paula Davis, Goeran Fiedler, Gosia Fort, Stephen Gabrielson, Susan Graff, Ron Idoko, Lorie Johnson-Osho, Susan Jones, Danny Lopez, Claude Mauk, Lori Molinaro, April O'Neil, Helenmary Sheridan, Zuzana Swigonova, Natasha Tokowicz, John Wallace, Lu-in Wang
 - b. Regrets: Roxanna Bendixen, Cindy Danford, Shannah Mallett, Clyde Pickett
2. Introductions
 - a. Congratulations to our newly elected members, Susan Graff (Physician Assistant Studies – SHRS) and Ellen Smith (English – A&S), and congratulations to Zuzana Swigonova for being re-elected to EIADAC
 - b. Thank you to our outgoing members, Roxanna Bendixen and Helenmary Sheridan. We greatly appreciate your contributions to EIADAC over the past three years.
3. The April 2021 meeting minutes were reviewed and approved unanimously.
4. Faculty Assembly Updates – Zuzana Swigonova
 - a. University Senate officer elections are complete. Thank you to Chris Bonneau and David Salcido for your service as President and Vice-President. Congratulations and welcome to incoming President Robin Kear and incoming Vice-President Kristin Kanthak.
 - b. Continuing discussion of whether to mandate vaccination for the fall semester. Faculty Assembly heard from the COVID-19 Medical Response Office and Geovette Washington, University counsel. 300+ other schools are requiring vaccination in the fall semester for students. In the end, a resolution to require faculty, staff, and students to be vaccinated for COVID-19 in the absence of medical or religious exemptions was passed with 90% support, 6% opposition, 4% abstentions. The resolution now goes to Senate Council.
 - c. Dual resolutions approving the descriptions/charters for the University Council on Graduate Studies and Provost's Advisory Council for Undergraduate Programs passed with 80% support, 10% opposition, 10% abstentions.
 - d. A resolution from the Budget Policies committee passed, which called for stronger shared governance in the university's budgeting procedures – specifically, ensuring faculty are as involved as they're supposed to be on unit-level budgeting committees and creating a framework for committees from different units to communicate with each other. This is largely in response to the new budgeting model being proposed at the university.
5. New Business
 - a. Next meeting date/time?
 - i. It was decided that we will wait until August 2021 for our next face-to-face meeting (or Zoom), but will communicate by e-mail during the summer.

Because many members don't know their teaching schedules for fall 2021 yet, committee co-chairs will send a Doodle poll in early August to determine the best August meeting date/time.

- b. Chairs for 2021-2022?
 - i. Ally Bove and Natasha Tokowicz are both interested in serving as co-chairs
 - ii. Zuzana Swigonova will not be seeking another year as co-chair so she can pursue other commitments and continue serving as an elected member of Faculty Assembly
 - iii. Ballots for 2021-22 chairs will be sent via e-mail
- c. Need to update nondiscrimination policy to include ethnicity ASAP – Danny Lopez had previously highlighted to EIADAC that the current nondiscrimination policy (which hadn't been updated since 2003) does not include ethnicity in the list of protected groups – therefore, Hispanic and Latinx individuals are not protected by this policy.
 - i. Although the policy and procedure are currently under review, this process has been taking > 2 years and is unlikely to be fully complete/adopted until late 2021 at the earliest.
 - ii. In the meantime, Hispanic and Latinx individuals continue to be harmed and not protected by the nondiscrimination policy
 - iii. Discussion re: what we can do – EIADAC will advocate to the nondiscrimination policy/procedure committee to find a way to update the 2003 policy to ONLY add wording to include ethnicity in the list of protected groups and see if this can be implemented immediately. Will update the group re: progress.
 - iv. Thank you to Danny Lopez for sharing your personal experiences and your advocacy for these necessary changes

6. Ongoing Business

- a. University policy review processes
 - i. Nondiscrimination policy – Next meeting is tomorrow, 5/19/21. Group is discussing benchmarking from other universities re: procedures for investigating and involving peers in the adjudication process.
 - ii. Service Animal policy – no update this month
 - iii. NEW: Supplier Diversity policy – we will have EIADAC rep on this policy committee
- b. Brief updates from work groups
 - i. GRE use – group is creating a spreadsheet with links to evidence and summarizing best practice for holistic admissions; will use this to create holistic admissions toolkit
 - ii. OMET bias issues – no update; waiting to learn what the various units within Pitt are adopting to reduce reliance on OMETs in teaching evaluations
 - iii. LGBTQIA+ issues on campus – Trans Working Group (including Claude Mauk) is working on multiple things related to information systems. Currently working on pronoun synchronization – if you indicate your pronouns in 1 place within Pitt's IT infrastructure, it'll populate that information to the remainder of the system. Also working on creating educational information.
 - 1. Discussion re: getting pronouns permanently showing up in Zoom when you sign in --- can contact Help Desk, "Change my Zoom Name" and ask them.
 - iv. Faculty gender gaps – no update
 - v. EIADAC membership – no update pending fall membership. Please let Paula Davis know if you have any suggestions of pro tem EIADAC members!

- vi. How DEI work is valued on campus – have received survey responses from 7 units; in communication/information-gathering phase with 4 units; have not heard back yet from 7 units. Sent follow-up e-mails to the non-responders yesterday 5/17/21. Will be in touch over the summer re: information we gather. In addition, Lu-in's office will have an intern this summer gathering some similar information in advance of developing guidelines for considering DEI service in promotion and tenure decisions – the intern and EIADAC will share information with each other.

7. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>
 - i. Please submit your events and include school-specific and department-specific
- b. The History Of Emancipation Celebrations
Tuesday, June 15 | Noon – 1:30 p.m.
https://pitt.zoom.us/webinar/register/WN_ACdc15-AQs6sE8jrdpWr3A
From Swing Low To Strange Fruit: The Sounds Of Liberation
Friday, June 18 | Noon – 1 p.m.
https://pitt.zoom.us/webinar/register/WN_qe7PGImfS72aA5Ke18itQg
CUESEF 2021: Forging Futures Through Black Educational Histories
Wednesday, June 16 – Saturday, June 19 | 9:30 a.m. – 5 p.m.
<https://www.cue.pitt.edu/event/cuesef-2021-forging-futures-through-black-educational-histories>
- c. Pitt Pride Month LGBTQIA+ Creative Gallery <https://www.diversity.pitt.edu/pitt-pride-month-lgbtqia-creative-gallery>
- d. Diversity Forum 2021 - Dismantling Oppressive Systems: Building Just Communities
<https://www.diversity.pitt.edu/forum2021>
- e. Please read and sign your support for the LGBTQIA+ center proposal. It is a living document, so any and all feed back is welcomed.
<https://actionnetwork.org/petitions/commit-to-implementing-the-lgbtqia-task-force-proposal-at-the-university-of-pittsburgh/>
- f. May 26 at noon. Race, Faith and Health: Generations of Activism webinar.
https://pitt.zoom.us/webinar/register/WN_faPpJyCwQyarof9M49kUCQ
- g. AASP and CRSP Present Eddie S. Glaude Jr., PhD: For Such a Time as This: Acknowledging and Leveraging African American Resilience, Fortitude, and Vibrancy for Local and National Change, June 2 -
https://us02web.zoom.us/webinar/register/WN_nYbDX4HvTZ-0hHxUog09jg

8. Next meeting: August 2021, TBD – Doodle poll will be sent in early August.

9. Meeting was adjourned at 1:13 p.m.