

Minutes

November 18, 2021, 11:00-12:30pm
Hybrid Meeting

1. The meeting was called to order at 11:03 a.m.
2. Attendees
 - a. In attendance: Ally Bove, Natasha Tokowicz, Claude Mauk, Danielle Floyd, Johanna Arevalo, Goeran Fiedler, Robin Kear, Bhuvitha Chagantipati, Ellen Smith
 - b. Regrets: Stephen Gabrielson, Lu-in Wang, Kelly Tatone, Clyde Pickett, Susan Graff
3. Approval of prior minutes – October 2021 meeting
 - a. Not enough voting members present. October minutes will be sent to elected members via e-mail for approval. (*Update 11/23/21: October meeting minutes were approved via e-mail, all in favor, 0 opposed, 0 abstentions.*)
4. Faculty Assembly Update – November 3, 2021 meeting
 - Travel Policy— The travel policy is being revised. The main issues that have been expressed with the current interim policy are the mandatory use of travel cards and required use of Anthony Travel when booking travel.
 - President’s Report re: Union vote and shared governance (see document at: <https://www.univsenate.pitt.edu/faculty-assembly>). Work related to salary, benefits, grievances, and working conditions may need to be paused due to the recent unionization vote. Work related to tenure and academic freedom, student affairs, athletics, equity and inclusion, government relations, community relations, library, and computing and information technology should be able to continue. Policies currently in the shared governance process can continue, but some planned policies may be paused. The resolution on bringing lecturer salaries to the median that was passed last spring has to be paused, according to the Provost’s office.
 - Senate Budget Policies Committee report on Outlier (see document at <https://www.univsenate.pitt.edu/sites/default/files/SBPC%20report%20on%20Outlier%202021.pdf>)
5. Ongoing Business
 - a. Updates on university policy review processes
 - i. Nondiscrimination policy (Ally and Natasha)
 1. Ally, Lorraine Denman (Faculty Affairs), Danielle Floyd (SGB), and Bhuvitha Chagantipati (SGB) met recently to discuss issues regarding the policy, including mandatory reporting.
 2. Natasha and Ally were invited to attend the December Faculty Affairs committee meeting.

3. SGB has a working group of 8 student organizations crafting a resolution in favor of mandatory reporting.
 4. Ally and Natasha will ask the policy chairs for an update on timeline of the revision process.
- ii. Service Animal policy (no update – Ally will contact Policy Office to inquire about whether this policy is still slated to be developed soon)
 - iii. Supplier Diversity policy (no update – Ally will contact Policy Office to inquire about whether this policy is still slated to be developed soon)

b. Work group discussion

Fall Emphasis – updates from work groups

- i. GRE use – Susan Graff, Stephen Gabrielson, Natasha Tokowicz, Brenda Cassidy
 1. Has developed a list of 9 recommendations, working on creating a shareable document.
- ii. How DEI work is valued on campus – Ally Bove, Susan Graff, Brenda Cassidy, Clyde Pickett, Paula Davis, Lu-in Wang, Bhuvitha Chagantipati, Danielle Floyd
 1. Combined work group's information with Lu-in's office; goal is to create a case study of departments/schools that have developed methods to specifically value DEI work.
 2. John Wallace is currently chairing a committee regarding how DEI work will be considered in promotion and tenure reviews at the Provost level
 3. The Provost-level committee rollout is likely paused due to the unionization vote – the group that is already reviewing applications for tenured associate to full professor promotions will continue doing so.
- iii. LGBTQIA issues on campus – Claude Mauk, April O'Neil, Brenda Cassidy, Adriana Jurado, Johanna Arevalo, Mitali Ray, Bhuvitha Chagantipati, Danielle Floyd
 1. Group met recently. They would like to have a conversation with Carrie Benson from OEDI and a representative from campus Facilities regarding the policies around single-occupancy restrooms. Currently, we aren't sure if there is an actual policy regarding the creation of new single-occupancy restrooms in new buildings and renovations, or if it's just a usual practice to include them in the plans. We'd also like to understand the challenges of adding single-occupancy restrooms, and how spaces are prioritized. Danielle Floyd shared that a rep from SGB is working with Kenyon Bonner on ensuring adequate single-occupancy restroom facilities are available in the Hillman library upon completion of the current renovations.

Spring Emphasis – brief updates if available

- iv. Faculty gender gaps – Ally Bove, Ellen Smith, Zuzana Swigonova, Robin Kear, Adriana Jurado, Bhuvitha Chagantipati
 1. No update this month
- v. Disability Advocacy – Ellen Smith, Natasha Tokowicz, Susan Graff, Paula Davis, Claude Mauk
 1. No update this month
- vi. OMET bias issues – Ellen Smith, Goeran Fiedler, Zuzana Swigonova
 1. Natasha and Ally recently received a brief report regarding the schools' and campuses' plans to evaluate teaching using methods other than the OMETs. They will forward this report to the other work group members for their review.
- vii. EIADAC Membership

1. No update this month

6. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>
 - i. Please submit your events and include school-specific and department-specific events.
- b. Inclusion Network: <https://www.diversity.pitt.edu/engagement/campus-groups-and-committees/inclusion-network>
- c. Survivor Support Network: <https://www.diversity.pitt.edu/survivor-support-network>
- d. Faculty and Staff Development Program: <https://www.hr.pitt.edu/current-employees/learning-development/fsdp>
- e. Diversity and Inclusion Certificate Program: <https://www.hr.pitt.edu/current-employees/learning-development/fsdp/diversity>
- f. 2021 UPSIDE award nominations due December 3:
<https://www.diversity.pitt.edu/upside-award>
- g. 2021 Creating a Just Community award nominations due December 3:
<https://www.diversity.pitt.edu/about/diversity-awards/2021-creating-just-community-award>
- h. OEDI and the Trans Working Group are co-hosting a session on Inclusive Language on 12/2 at 1:00 p.m. Claude Mauk will send out the details to everyone via e-mail.

7. Next meeting: December 9, 2021, 4:00 PM-5:30 PM—NOTE: change in usual rotation due to finals

- a. Prior to the December meeting, we will send out a Doodle poll via e-mail to assess spring semester availability.