

## Minutes

December 9, 2021, 4-5:30 pm  
Hybrid Meeting

1. The meeting was called to order at 4:03 p.m.
2. Attendees
  - a. In attendance: Ally Bove, Natasha Tokowicz, Randi Congleton, Susan Graff, Kelly Tatone, Danielle Floyd, Lorie Johnson-Osho, April O'Neil, Johanna Arevalo, Paula Davis, Stephen Gabrielson, Goeran Fiedler, Brenda Cassidy, Kenyon Bonner, Donovan Harrell
  - b. Regrets: Clyde Pickett, Zuzana Swigonova, Lu-in Wang, Claude Mauk, Mitali Ray
3. Approval of prior minutes – November 2021 meeting minutes were approved as distributed to the membership (6 voting members in favor, 0 opposed, 0 abstentions)
4. Faculty Assembly Update – December 1, 2021 meeting
  - a. A permanent COVID vaccine policy is in the works.
  - b. Travel policy is being updated and will address funds for dependent care.
  - c. The faculty union is holding a meeting on 12/12/21 to elect representatives to bargain with the university.
  - d. SGB president met with Pitt administration recently regarding campus safety
  - e. The spring Senate plenary is focusing on community-engaged scholarship
  - f. The draft policy on child abuse clearances was discussed. Some concerns regarding the cost of obtaining clearances were discussed. Robin Kear will follow up with SGB regarding ways the university can assist those who struggle to afford their clearances. The policy was passed.
  - g. The HIPAA policy was passed. (Previously, issues related to HIPAA were found under many different policies; now it is consolidated into a single policy.)
5. New business
  - a. Updates from the Office of Equity, Diversity, and Inclusion – Randi Congleton
    - i. OEDI Action Plan Highlights
      1. Also presented to the Inclusion Network recently
      2. Slides will be distributed by e-mail to EIADAC members, along with a link to a survey to provide feedback
      3. Priorities:
        - a. Inclusive and equitable campus climate and culture
        - b. Recruitment/retention/development of a diverse and inclusive community
        - c. Developing an academic equity-focused campus ethos (equity in teaching, learning, research, and leadership)
          - i. EIADAC can partner with OEDI to put together a toolkit to measure this.
      4. OEDI has moved to the 31<sup>st</sup> floor of the Cathedral

- b. Discussed and agreed to add space in our monthly meeting agenda for each Chancellor's designee to EIADAC to share updates from their offices.
- c. Review / discussion of EIADAC mission statement
  - i. Current mission statement is from 2013
  - ii. "The Equity, Inclusion and Anti-Discrimination Advocacy Committee identifies, reviews and monitors issues relating to equity, inclusion and respect for all members of the diverse University community. The Committee advocates for equity and inclusion in university practices, policies and programs. The Committee offers recommendations for maintaining, developing, and promoting anti-discriminatory policies and initiatives. The Committee serves to hear about, investigate and make recommendations on practices and policies relating to eliminating inequity, exclusion and discrimination. The Committee establishes its own areas and topics of inquiry, and encourages communications from the university community, including students, on all matters of access, civil rights, and equal opportunity."
  - iii. Will put the mission statement on Teams and allow everyone to provide feedback; a subcommittee will 'wordsmith' it and bring back to the group.

## 6. Ongoing Business

- a. Updates on university policy review processes
  - i. Nondiscrimination policy (Ally and Natasha) -
    - 1. Ally Bove from EIADAC and Lorraine Denman from Faculty Affairs met with representatives from SGB recently to discuss what the students hope to see in the new policy and procedure.
    - 2. SGB is to send a follow-up e-mail with questions for our committees.
    - 3. The policy committee is currently working on edits to the formal procedure. Nothing official to share at this time.
  - ii. Service Animal policy (no update; committee not meeting yet)
  - iii. Supplier Diversity policy (no update; committee not meeting yet)
- b. Work group discussion
  - Fall Emphasis – updates from work groups
  - i. GRE use – Susan Graff, Stephen Gabrielson, Natasha Tokowicz, Brenda Cassidy
    - 1. The work group has created a list of recommendations/resources for holistic admissions and will ask Vice Provost Amanda Godley to share it with graduate program directors. Will also ask Robin Kear if we can present it at Faculty Assembly.
    - 2. Susan Graff will work on writing up a 'case study' of a program that has successfully transitioned to a holistic admissions process.
    - 3. Brenda Cassidy shared that the School of Nursing is eliminating their use of a cutoff score on the GRE for an upcoming application cycle.
  - 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. No updates
  - iii. LGBTQIA issues on campus – Claude Mauk, April O'Neil, Brenda Cassidy, Adriana Jurado, Johanna Arevalo, Mitali Ray, Bhuvitha Chagantipati, Danielle Floyd
    - 1. Trans Working Group is working on the issue of accessible bathrooms; EIADAC will support them in these efforts.
    - 2. The university's LGBTQIA+ community website is now live at [lgbtq.pitt.edu](http://lgbtq.pitt.edu).

Spring Emphasis – updates tabled until January 2022 meeting

- iv. Faculty gender gaps – Ally Bove, Ellen Smith, Zuzana Swigonova, Robin Kear, Adriana Jurado, Bhuvitha Chagantipati
- v. Disability Advocacy – Ellen Smith, Natasha Tokowicz, Susan Graff, Paula Davis, Claude Mauk
- vi. OMET bias issues – Ellen Smith, Goeran Fiedler, Zuzana Swigonova
- vii. EIADAC Membership

7. 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>

8. Next meeting: January 18<sup>th</sup> at 11:00 a.m. via Zoom and in Cathedral 826.