

Minutes

January 18, 2022, 11-12:30 pm
Hybrid Meeting

1. Natasha Tokowicz called the meeting to order at 11:04 AM.
2. Attendees: Sharon Nelson-LeGall, Natasha Tokowicz, Ally Bove, Danielle Floyd, Marty Levine, Ellen Smith, Randi Congleton, Lorie Johnson-Osho, John Wallace, Robin Kear, Claude Mauk, Johanna Arevalo, Paula Davis, April O'Neil, Goeran Fiedler, Stephen Gabrielson, Brenda Cassidy, Susan Graff, Kelly Tatone
Regrets: Kenyon Bonner, Zuzana Swigonova, Lu-in Wang
3. Introductions
4. Approval of prior minutes – December 2021 meeting minutes were approved as distributed to the membership (6 voting members in favor, 0 opposed, 0 abstentions)
5. New business
 - a. The planning committee for the 2022 Diversity Forum is looking for additional members. They currently meet twice per month for an hour, and each person selects 1 subcommittee to help with. If interested, folks can reach out to Ron Idoko in OEDI (ron.idoko@pitt.edu)
 - b. A message was posted to the Inclusion Network that indicated that when applying for a job (in particular, Coordinator, Belonging and Inclusion), the options for gender were binary. We discussed possible actions, including communication with the Transgender Working Group. Further, Brenda Cassidy mentioned that a similar issue exists with graduate applications.
 - c. Updates from Chancellor's appointees:
 - i. Paula Davis-There is a new Director of Health Sciences DEI Lisa Upsher (<https://www.healthdiversity.pitt.edu/people/ant-50>)
 - ii. John Wallace-see the newsletter for all current updates:
<https://officeoftheprovoost.createsend1.com/t/ViewEmail/j/BE0E19C7AA1066D92540EF23F30FEDED/676527863F524C451C65CA3F48968C2E?alternativeLink=False>
 - d. Review / discussion of EIADAC mission statement
 - i. This has been moved to Teams for discussion – please share your thoughts on the Teams channel before February 14
 - ii. Current mission statement is from 2013
 - iii. “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.”

6. Faculty Assembly Update – December 1, 2021 meeting

- a. President’s Report
 - i. Union vote passed unopposed
 - ii. meeting about council of representatives, see email on website: <https://www.pittfaculty.org/cor.html>, can also add your email address to distribution list; you should have received a ballot at home via USPS mail.
- b. Spring plenary will focus on community-engaged scholarship
- c. Voted on presentation from Faculty Affairs Committee – Pandemic Related Teaching Issues-passed
- d. Voted on Draft Policy on Protection of Children from Abuse—passed
- e. Voted on Draft Policy on HIPAA--passed

7. Ongoing Business

- a. Updates on university policy review processes
 - i. Nondiscrimination policy (Ally and Natasha)-meeting next week
 - 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/holistic admissions – Susan Graff, Stephen Gabrielson, Natasha Tokowicz, Brenda Cassidy
 1. A brochure and PDF document outlining holistic admissions best practices has been created. Thank you to all who worked on creating this document. Now working on disseminating that information:
 - a. Shared the files with Vice Provost for Graduate Studies, Amanda Godley, who will share it with graduate program directors
 - ii. Will be presented at February Faculty Assembly meeting
 - iii. 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. Working with Lu-in’s office to make sure we’ve now talked with every school and regional campus
 - iv. LGBTQIA issues on campus – Claude Mauk, April O’Neil, Brenda Cassidy, Adriana Jurado, Johanna Arevalo, Mitali Ray, Bhuvitha Chagantipati, Danielle Floyd
 - Spring Emphasis – brief updates if available
- v. Faculty gender gaps – Ally Bove, Ellen Smith, Zuzana Swigonova, Robin Kear, Adriana Jurado, Bhuvitha Chagantipati
 1. Ally will follow up with Amanda Brodish re: feasibility of this data being released more regularly (currently only made available every 3ish years, which does not allow sufficient monitoring of progress)
- vi. Disability Advocacy – Ellen Smith, Natasha Tokowicz, Susan Graff, Paula Davis, Claude Mauk
 1. Group is beginning to organize their thoughts and direction via e-mail.
 2. Ellen Smith discussed the university’s COVID response and challenges for Pitt community members with hearing impairments.

3. Danielle Floyd shared some concerns that have been discussed among students recently:
 - a. Availability of high-quality masks for Pitt community members to wear in campus buildings.
 - b. Concerns re: lack of flexibility in not having a hybrid option when in-person learning resumes January 24, given the continued high number of cases locally and on campus.
4. Sharon Nelson-LeGall stated that, as a highly-regarded university, we should be a leader in ensuring our community members are following the current science re: wearing high-quality masks to keep each other healthy and safe.
5. Natasha Tokowicz shared that Pitt purchased high-quality masks for all research faculty and staff to ensure that research could safely restart early in the pandemic. Sharon Nelson-LeGall feels that student tuition dollars should be used for the same purpose, to get in-person classes up-and-running safely.
6. Robin Kear discussed:
 - a. Faculty concerns re: difficulty offering a hybrid option of their in-person class. This is why the spring term guidance allows faculty to determine whether to offer both in-person and remote options.
 - b. She has raised the issue re: high-quality masks with University administration and is awaiting an update. As far as she knows, this is not currently in-process but that may change.
 - c. She will share these concerns in Faculty Assembly and with University administration and keep us updated.
7. Ellen Smith and Paula Davis are working to get the Students for Disability Advocacy organization up-and-running. They were hoping to meet in late January but may defer the meeting or make it hybrid due to COVID concerns.
8. Ellen Smith also shared that Disability Resources and Services staff are maxed out and feels that the University needs staff dedicated to creating a community of faculty, staff, and students with disabilities – rather than focusing all disability-related staff solely toward ensuring compliance with laws and policies.
 - a. Paula Davis shared that there's an organization in eastern PA that helps individuals with intellectual disabilities take courses and seek degrees and provides the support necessary to do so. DRS is not equipped to handle this, so we're missing opportunities.
 - b. Randi Congleton stated that she will share these concerns with Vice Chancellor Clyde Pickett.
- vii. OMET bias issues – Ellen Smith, Goeran Fiedler, Zuzana Swigonova – no update; Ally will follow up via e-mail with Zuzana.
- viii. EIADAC Membership – would love to have new members, especially from schools that are not currently represented on EIADAC (e.g., education, dental, SCI, engineering)

8. Announcements/Events

- a. EIADAC is now on Teams! Please use it to share announcements, thoughts, questions, etc. If you have difficulty accessing Teams, please let Natasha know and she can share links with you.

- b. The planning committee for the 2022 Diversity Forum (July 25-28, 2022) needs additional members. Please reach out to Ron Idoko in OEDI if you are interested in joining the committee.
- c. <https://www.diversity.pitt.edu/inventory>
 - i. Please submit your events and include school-specific and department-specific events.
- d. Inclusion Network: <https://www.diversity.pitt.edu/engagement/campus-groups-and-committees/inclusion-network>
- e. Survivor Support Network: <https://www.diversity.pitt.edu/survivor-support-network>
- f. Faculty and Staff Development Program: <https://www.hr.pitt.edu/current-employees/learning-development/fsdp>
- g. Diversity and Inclusion Certificate Program: <https://www.hr.pitt.edu/current-employees/learning-development/fsdp/diversity>

9. Next meeting: February 21, 2022, 1:30-3:00 PM

10. Meeting was adjourned at 12:04 p.m.