

Minutes

February 21, 2022, 1:30-3:00 pm
Hybrid Meeting

1. The meeting was called to order at 1:32 p.m.
 - a. Present: Ally Bove, Natasha Tokowicz, Robin Kear, Claude Mauk, Susan Graff, Lorie Johnson-Osho, Bhuvitha Chagantipati, Stephen Gabrielson, Mitali Ray, Johanna Arevalo, Sharon Nelson-LeGall, Brenda Cassidy, Paula Davis, Kenyon Bonner, Marty Levine (University Times)
 - b. Regrets: Clyde Pickett, Randi Congleton, Goeran Fiedler, Lu-in Wang, Zuzana Swigonova, Kelly Tatone, RJ Thompson, Ellen Smith

2. The January 2022 meeting minutes were approved as distributed (all in favor, 0 opposed, 0 abstentions)

3. New business
 - a. Updates from Chancellor's appointees:
 - i. Clyde Pickett (updated provided via e-mail)
 1. The issue of the Pitt Talent Center application site only allowing for binary gender choices has been corrected. The expanded options are now in beta testing and should go live by the end of the month.
 2. An update regarding the university's EIT and Accessibility policy was provided, and successes and challenges were discussed.
 - ii. Paula Davis
 1. Black Women's Health: Past, Present and Future is being held on Friday, 2/25/21 at 12pm online. Registration information was provided in the meeting's chat box.
 2. They are approximately halfway through their first Inter-Group Dialogue Facilitator training, and will open a 2nd cohort soon.-universitywide
 3. There are currently 5 Social Justice Fellows (one from each School of the Health Science except for Dental Medicine), who are partnering with community organizations for projects that advance social justice.
 - iii. Kenyon Bonner
 1. The Social Justice Symposium is being held on 2/23/21 for 175 staff members in Student Affairs
 2. The Cross-Cultural office is changing to the Belonging and Inclusion office, and there are two new assistant director staff positions open for hiring. Some staffing changes are also being made to better support our Asian-American and Pacific Islander students.
 - iv. John Wallace / Lorie Johnson-Osho
 1. The Provost's Ad Hoc Committee on Diversity, Equity, and Inclusion and Community-Engaged Scholarship in Promotion and Tenure has been convened. This committee, and its two sub-committees (one focusing on DEI and one focusing on CES) will create a policy from the Provost's office that will be reviewed by EIADAC and Faculty Affairs committees regarding how to value DEI service and CES in the promotion and tenure process. Representatives from both EIADAC and Faculty Affairs are serving on the committee.

- v. Lu-in Wang
 - 1. No updates
 - b. Review / discussion of EIADAC mission statement
 - i. Current mission statement is from 2013

“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.”
 - ii. Updated mission statement with edits from 2/21 meeting – this will be posted on EIADAC’s Teams channel for final approval. Upon approval, will send the updated statement to the Senate office to update our website and alert Faculty Assembly to the updates.

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 and aims to foster a sense of belonging for all University community members. The Committee offers recommendations for maintaining, developing, and promoting anti-discriminatory policies and initiatives. The Committee remains cognizant of, and makes 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 entire University community on all matters of access, civil rights, and equal opportunity.
 - c. Discussion of Type E extensions—should they be reinstated? Plan to do more research about what other institutions are doing and follow up with Vice Provost Lu-in Wang to see if her office has had any discussions on this topic. Will also continue to communicate with Faculty Affairs and Tenure & Academic Freedom on the topic.

Type E extension: <https://www.provost.pitt.edu/extending-tenure-clock>
 Type A extension: <https://www.facultyhandbook.pitt.edu/transfer-faculty>
4. Faculty Assembly Update – January 19, 2022 and February 16, 2022 meetings. (Update provided; see Faculty Assembly website for meeting minutes.)
5. Ongoing Business
- a. Updates on university policy review processes
 - i. Nondiscrimination policy (Ally and Natasha) – met late January and meeting again next week. Working on the investigation procedure to ensure staff & faculty have the same due process that’s afforded to students.
 - 1. Will follow-up with committee chairs re: when it may make sense to have a joint EIADAC/Faculty Affairs meeting to discuss the policy and procedure.
 - 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— Natasha presented the holistic admissions toolkit document at the February Faculty Assembly meeting, and it is now available on the EIADAC website (<https://www.univsenate.pitt.edu/committees/equity-inclusion-and-anti-discrimination-advocacy>)

1. This work group's work has now mostly concluded.

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. The Provost's creation of the Provost's Ad Hoc Committee on Diversity, Equity, Inclusion and Community-Engaged Scholarship in Tenure and Promotion will result in this work group's ultimate goal – a policy from the Provost that will charge each school and campus to specifically value DEI work in promotion and tenure decisions.

2. This work group may continue to work as needed to help schools/campuses implement the valuing of DEI-related service in their annual performance reviews.

3. Sharon Nelson-LeGall pointed out that many university school/division/department websites are using inconsistent, and often outdated, language to describe their DEI work. EIADAC plans to follow up with OEDI to see if they have a list of written recommendations for contemporary nomenclature, and will use EIADAC to distribute this information as widely as possible.

iii. LGBTQIA+ issues on campus – Claude Mauk, April O'Neil, Brenda Cassidy, Adriana Jurado, Johanna Arevalo, Mitali Ray, Bhuvitha Chagantipati, Danielle Floyd

1. Continuing to look into expanding access to gender-neutral bathrooms on campus.

2. Glad that the issue of binary gender choices in Pitt job applications on the Talent Center is being handled so quickly. Along those same lines, the Provost's office is also working to remove binary gender choices in graduate school applications across the university.

3. Work group members continue to also regularly attend meetings of the TransGender Working Group (TGWG)

Spring Emphasis– updates from work groups

iv. Faculty gender gaps – Ally Bove, Ellen Smith, Zuzana Swigonova, Robin Kear, Adriana Jurado, Bhuvitha Chagantipati

1. New data will come out in spring/summer 2022; will follow up with Amanda Brodish at that time to obtain the data. Amanda is willing to present it to EIADAC in fall 2022.

v. Disability Advocacy – Ellen Smith, Natasha Tokowicz, Susan Graff, Paula Davis, Claude Mauk, Adriana Jurado, RJ Thompson

1. Meeting held on 2/4/22

2. Issues identified/action plans:

a. Scheduled a meeting with Leigh Culley, Director of DRS, to discuss current issues and actions

b. Plan to use social media networks to understand how faculty and staff accommodations are addressed at other institutions, with a

- particular focus on COVID-related accommodations and long-haulers
 - c. Also gathering information on how COVID-related requests from students for hybrid instruction are being handled at other institutions.
 - d. Perhaps hosting a large disability community event outdoors when the weather is nicer
 - e. How is DRS being incorporated into the Plan for Pitt? (gathering information)
 - f. Potential outreach re: issues affecting Pitt's disability community via UTimes / The Pitt News letters to the editor
- vi. OMET bias issues – Ellen Smith, Goeran Fiedler, Zuzana Swigonova
 - 1. No new updates
- vii. EIADAC Membership
 - 1. Welcome to our new pro tem member, RJ Thompson from the Katz School of Business.
 - 2. Also approached three faculty from School of Education, who all expressed interest but indicated that they would not be able to join us at this time (Gina Garcia, Heather McCambly, and Lisa Ortiz).

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. Black Built Pitt <https://sway.office.com/cRTfMHZz2oG4Ujp6?ref=Link>
- g. See additional announcements on our Teams page (thanks to Kelly Tatone for posting these!)

7. Next meeting: March 15, 2022, 11:00 AM-12:30 PM