

Minutes

March 15, 2021, 11:00 am-12:30 pm
Hybrid Meeting

1. The meeting was called to order at 11:05 a.m. by Natasha Tokowicz.
2. Present: Ally Bove, Natasha Tokowicz, Kenyon Bonner, Danielle Floyd, Randi Congleton, Goeran Fiedler, Lorie Johnson-Osho, Kelly Tatone, Sharon Nelson-LeGall, Lu-in Wang, Robin Kear, Sue Jones.
Regrets: Paula Davis, Johanna Arevalo, April O'Neil
3. Approval of February 2022 meeting minutes will be completed via e-mail due to not having enough voting members present at the beginning of today's meeting.
4. New business
 - a. Updates from Chancellor's appointees:
 - i. Randi Congleton, OEDI
 1. Per National Association of Diversity Officers in Higher Education, there is no industry "standard" for how to name committees that work with equity, diversity, and inclusion. However, Pitt's OEDI recommends putting equity FIRST in the titles of such committees.
 2. OEDI is hiring a Director of Equity Assessment – please share the job post with your networks
https://cfopitt.taleo.net/careersection/pitt_internal/jobdetail.ftl?job=22001732&tz=GMT-05%3A00&tzname=America%2FNew_York
 - ii. Paula Davis – no updates
 - iii. Kenyon Bonner
 1. The Office of Cross-Cultural Leadership Development is now the Office of Belonging and Inclusion. There are 2 new positions being created – one focusing on belonging for Latino/a/x students and one focusing on belonging for LGBTQIA+ students. There are also 2 assistant director positions – one focusing on Asian and international students, and one focusing on outreach and EDI programming.
 2. February's Social Justice Symposium was a successful event.
 3. HEART Initiative: Higher Education Assessment Response Team. This is a new student affairs initiative that pairs clinicians from the University Counseling Center with Pitt Police when performing a student wellness check. The program began in January and so far has received positive feedback. More info here: <https://www.pitt.edu/pittwire/features-articles/heart-program-counselors-police>
 4. Received a \$245,000 grant to support minoritized students as they transition into their careers, with the goal of reducing disparities in employment outcomes among Pitt grads.
 5. The new student recreation and wellness center is nearing completion. They have an advisory board, but would like feedback from EIADAC regarding programming, universal design, locker room and restroom design. Kenyon Bonner will let EIADAC know when they're ready to schedule a time to discuss.

- iv. John Wallace / Lorie Johnson-Osho
 - 1. Thursday 3/17 at 12pm is a “Race &...” lecture from two faculty from the recent cluster hire, presenting their work. Info here: https://calendar.pitt.edu/event/race_lecture_series_9916#.YiC2uHrMKU
 - 2. The Vice Provost is working with the DEI and Community-Engaged Scholarship subcommittees, creating policy recommendations for how to include consideration of those activities in promotion and tenure reviews. These recommendations will be presented to EIADAC and Faculty Affairs later this spring.
 - 3. April 7th, Vice Provost Wallace is leading a spring faculty workshop titled, “Don’t Leave Money on the Table”.
 - 4. Discussed the fairly nonspecific definition of “underrepresented” when conducting faculty searches. Randi Congleton recommended looking at the affirmative action plan – Pitt focuses on improving diversity based on race, disability, veteran status, and gender. May help to look at the individual department’s current shortfall and use that information when conducting a faculty search.
 - v. Lu-in Wang
 - 1. Senate leaders and committee members are encouraged to pursue various leadership training and opportunities offered by the Provost’s office. Please share what your interests are re: leadership development, and they’ll be glad to support you. (Note: Natasha and Ally are both currently completing the leadership development series through Academic Impressions.)
 - b. Anti-bullying policy discussion (Natasha Tokowicz)
 - i. No existing university policy regarding bullying.
 - ii. Natasha is meeting with Tyler Tenney from the Policy Office next week.
 - iii. Would like to see the development of a new policy to focus on harassment or bullying behavior that is not based on membership in a protected class, and thus wouldn’t fall under the university’s nondiscrimination and sexual harassment policy.
 - iv. The group also discussed the intersectionality of this topic – even if the bullying isn’t based on membership in a protected class, it remains that members of those groups are more likely to experience bullying.
5. Faculty Assembly: no update since last EIADAC meeting; next Faculty Assembly meeting is March 16
6. Ongoing Business
- a. Updates on university policy review processes
 - i. Nondiscrimination policy (Ally and Natasha) – making good progress; hopefully later in the spring we’ll have a joint meeting with Faculty Affairs and Tenure & Academic Freedom to review the elements of the proposed policy/procedure and discuss.
 - ii. Provost’s committee on DEI and Community-Engaged Scholarship in Promotion & Tenure
 - 1. 2 subcommittees; one focusing on DEI and one focusing on community-engaged scholarship. Paula Davis is co-chairing the DEI subcommittee; Ally Bove is also on that subcommittee.

2. Goal is to have policy recommendations later this spring that will be presented to EIADAC and Faculty Affairs, then the broader Faculty Assembly
 3. DEI subcommittee has been discussing how to support individuals doing DEI-related work and ensure that their efforts are rewarded, and that individuals doing a lot of this work may have less time for other types of service
 - a. Natasha mentioned that this may be a challenge when soliciting outside letters – will need to ensure that those solicitations are specific on what the Pitt school/campus' expectation is regarding DEI-related work.
 - b. Sharon Nelson-LeGall discussed the challenge of recognizing the value of DEI-related research, because some departments/schools have explicit or implicit standards re: which journals the faculty member's work should be published in, and DEI-related work may be better suited for journals that the department is less familiar with. Thus, the departments/schools/campuses should take care to solicit feedback by experts in the specific field and who have experience in the area.
 - iii. Service Animal policy (no update; committee not meeting yet)
 - iv. Supplier Diversity policy (no update; committee not meeting yet)
- b. Work group discussions - *if you aren't a member of a work group, please let Natasha and/or Ally know which work group you'd like to join*
- Fall Emphasis – updates from work groups
- i. LGBTQIA issues on campus – Claude Mauk, April O'Neil, Brenda Cassidy, Adriana Jurado, Johanna Arevalo, Mitali Ray, Bhuvitha Chagantipati, Danielle Floyd
 1. No updates this month
- Spring Emphasis– updates from work groups
- ii. Faculty gender gaps – Ally Bove, Ellen Smith, Zuzana Swigonova, Robin Kear, Adriana Jurado, Bhuvitha Chagantipati
 1. New report should come out in late spring or early summer
 2. Amanda Brodish is willing to come and present those data in the fall 2022; we will plan to invite her for our first fall semester meeting.
 - iii. Disability Advocacy – Ellen Smith, Natasha Tokowicz, Susan Graff, Paula Davis, Claude Mauk, Adriana Jurado, RJ Thompson
 1. Meeting held on 3/1/22 with Leigh Culley from Disability Resources and Services; goal was to determine COVID's impact on DRS and what recommendations EIADAC could make to support DRS
 2. Leigh reported that DRS requests have gone up significantly since the pandemic started. Psychiatric conditions are the majority, but many people have multiple conditions/diagnoses impacting their work or learning.
 3. Things that can be helpful in supporting students who require accommodations:
 - a. Recording of lectures
 - b. Instructors offering learning opportunities in a variety of different formats
 4. New position at DRS focusing on faculty and staff accommodations
 5. EIADAC next steps:

- a. Research re: universal design, request more workshops and assistance from Center for Teaching and Learning on how faculty can use universal design
 - b. Advocate for increased capacity of the university's Testing Center, because the number of students requiring testing accommodations has significantly increased
 - c. Continue to advocate for creating a strong campus community for people with disabilities
 - d. Speak with Senate President Robin Kear about focusing on the topic of disability for an upcoming Senate Plenary. Robin stated that we could do this for a fall 2022 Plenary (~October), or for the spring 2023 Plenary. She would like the work group to help lead the planning process. Robin will take this idea to the other Senate officers.
 - e. Create information to share with teaching faculty to educate re: formal accommodations vs. temporary adjustments, because DRS frequently is contacted for consultation on minor, temporary issues that don't really require DRS involvement.
 - f. Increase awareness of disability certificate programs at the university - one in the Center for Bioethics and Health Law, and one in the School of Health and Rehabilitation Sciences
6. Student Government Board has also talked a lot recently about the limitations of DRS. Danielle Floyd indicated an interest in students being more easily able to reach administration to express their concerns. Natasha Tokowicz suggested contacting Dr. Rory Cooper, who chairs a Chancellor's committee on the topic. EIADAC is also happy to forward any concerns brought to us to Dr. Cooper and his team.
- iv. OMET bias issues – Ellen Smith, Goeran Fiedler, Zuzana Swigonova
- 1. No updates this month

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>
- f. Black Built Pitt <https://sway.office.com/cRTfMHZz2oG4Ujp6?ref=Link>
- g. Black Lives in Focus <https://www.pittmag.pitt.edu/news/garden-ideas>
- h. See additional announcements on our Teams page (thanks to Kelly Tatone for posting these!)

8. Next meeting: April 18, 2022, 1:30-3:00 p.m.

9. Meeting adjourned at 12:13 p.m.