

## Minutes

September 8 2022, 10:00-11:00 AM  
Hybrid Meeting

Attendees: Ally Bove, Natasha Tokowicz, Kenyon Bonner, Paula Davis, Lorie Johnson-Osho, Kristin Kanthak, Robin Kear, Bridget Keown, Sharon Nelson-LeGall, Ellen Smith, Kelly Tatone, John Wallace, Marty Levine (UTimes)

Regrets: Brenda Cassidy, Stephen Gabrielson, Susan Graff, Clyde Pickett, Zuzana Swigonova, Lu-in Wang

1. The meeting was called to order at 10:05 a.m. Ally Bove took minutes.
2. Introductions
  - a. Newly elected/re-elected members for terms beginning fall 2022:
    - i. Re-elected: Brenda Cassidy, Natasha Tokowicz
    - ii. Newly elected: Bridget Keown
  - b. 2022-23 Senate liaison: Kristin Kanthak, Senate Vice President
3. The May 2022 meeting minutes were approved as written.
4. Faculty Assembly Update – September 7, 2022 (Natasha Tokowicz)
  - a. Tuition Exchange Policy – no major changes from existing process; just clarified it.
  - b. Dependent Care Report – please see minutes of Faculty Assembly for details; lots of interesting information in the report about how folks have been using dependent care benefits. HR is working on addressing any issues with using care.com – and if you have experienced any issues using the care.com benefits we have, please let us know and we can pass those along to HR.
  - c. Discussed addition of “Target Date” funds \*with a guaranteed lifetime benefit\* to our retirement investment options. More information will come out from HR later this semester.
  - d. Over the summer, Robin Kear signed on to a letter from student leaders regarding making reproductive health information available and accessible.
  - e. Summer access to services for part-time faculty whose contracts are being renewed: Over the summer, Robin Kear worked to smooth these transitions so part-time faculty can continue to access university accounts and services tied to the Pitt ID card (e.g. library access, bus pass) during the summer when they are anticipating contract extension/renewal.
  - f. Search committee for the new Chancellor – Elections are currently open to approve/disapprove the faculty members slated to serve on the search committee. 5 individuals will be chosen to serve.
5. New business

- a. Update on Title IX changes (Ally and Natasha) – awaiting final changes to Title IX from the federal government. At this time, we don't anticipate huge changes in how Pitt operates. When the final rule comes down, someone from OEDI will be glad to come to EIADAC to explain any changes and discuss with us.
- b. Update from Vice Provost for Graduate Studies Amanda Godley on holistic recruiting (Natasha) – their office is working on getting the information our GRE workgroup worked on.
  - i. University-wide graduate admissions workshop on 10/14 will cover the topic of holistic admissions – EIADAC likely will be able to send a representative.
- c. New co-chair needed beginning January 2023 to replace Ally Bove – please reach out to Ally and/or Natasha if you're interested or would like more information.

## 6. Ongoing Business

- a. Updates on university policy review processes
  - i. Nondiscrimination policy (Ally and Natasha)
  - ii. Service Animal policy (no update)
  - iii. Supplier Diversity policy
- b. Work group discussions
  - i. Ideas for 2022-23 work groups:
    1. LGBTQIA issues on campus (ongoing)
    2. Faculty gender gaps (ongoing)
    3. Disability Advocacy (ongoing)
    4. OMET bias issues (ongoing)
    5. Transcript withholding (new idea)
    6. Graduate student medical leave (new idea)
    7. EIADAC Membership (always open to new pro tem members!)
    8. Other New Ideas (to be added)
  - ii. Action items:
    1. Go to the brainstorming spreadsheet at [https://pitt-my.sharepoint.com/:x/g/personal/ams453\\_pitt\\_edu/ES\\_q-zaVZfdBu--Ln7vcW1wBOWcDdrM51JNurRGRz2llqg?e=fhofET](https://pitt-my.sharepoint.com/:x/g/personal/ams453_pitt_edu/ES_q-zaVZfdBu--Ln7vcW1wBOWcDdrM51JNurRGRz2llqg?e=fhofET) and add your ideas, and put your name next to groups that interest you. (Adding your name is not a 100% commitment to working in that group; we just want to see where the interests are; our intention is that we'll split the work into fall and spring semesters, and each person would serve on ~1 work group each semester).

## 7. Announcements/Events

- a. <https://www.diversity.pitt.edu/inventory>
  - i. Please submit your events and include school-specific and department-specific events.
- b. Pitt's Survivor Support Network: <https://www.diversity.pitt.edu/survivor-support-network>
- c. Pitt Diversity Forum 2021 Recording Catalog: <https://canvas.pitt.edu/courses/125555>
- d. Racial Equity Consciousness Institute (RECI) fall cohort begins 9/29  
[https://pitt.co1.qualtrics.com/jfe/form/SV\\_eaJSqyBt20hRXMy](https://pitt.co1.qualtrics.com/jfe/form/SV_eaJSqyBt20hRXMy)
- e. Pittsburgh Live/Ability: Encounters in Poetry and Prose. Ebook/audiobook release event at City of Asylum, September 18, 3-6pm.
- f. Faculty Diversity and Development upcoming events:
  - i. Dr. Jeffrey Robinson, Provost at Rutgers University. September 23<sup>rd</sup> at 3:00 p.m. reception and lecture at Alumni Hall. Dr. Robinson is co-author of the

book "Black Faces in High Places". Registration available on the Faculty Diversity and Development website.

- ii. "Race and..." Conference. September 30<sup>th</sup> at the University Club, 9:00-3:30. Registration available on the Faculty Diversity and Development website.
- g. Pitt First Annual Indigenous Cultural Festival. Week of September 19<sup>th</sup>.  
<https://www.diversity.pitt.edu/events/indigenous-cultural-festival>.

8. Next meeting: October 13, 2022, 10-11 AM

- a. In-person: Cathedral of Learning, room 1817 (OEDI conference room)
- b. Zoom: Calendar invitation sent to all members; contact Ally Bove if you did not receive it