

Minutes  
19 October 2017

Present: Ellen Ansell, Kenyon Bonner, Pam Connelly, Genevieve Cook, Cindy Danford, Kenny Donaldson, Ami Fall, Kathryn Gardner, Robin Kear, Katie Linkhauer, Kacey Marra, Sharon Nelson-Le Gall, Natasha Tokowicz, Christina Jackson, Christopher Mahoney

Call to Order: 12:00

1. Welcome, Brief Introductions, and Overview of EIADAC
  - a. Overview of EIADAC: EIADAC is one of 15 university standing committees. Chairs provide representation at Faculty Assembly meetings. We are also invited to attend University Senate meetings
  - b. EIADAC's mission includes:
    - i. Identifying, reviewing and monitoring issues relating to equity, inclusion and respect for all members of the diverse University community.
    - ii. Advocating for equity and inclusion in university practices, policies and programs
    - iii. Offering recommendations to maintain, develop, and promote anti-discriminatory policies and initiatives
    - iv. Investigating and making recommendations on practices and policies relating to elimination of inequity, exclusion and discrimination
    - v. Establishing our own areas and topics of inquiry
    - vi. Encouraging communication from the university community (including students), on all matters of access, civil rights, and equal opportunity
  - c. For further information and resources, the following links are recommended.
    - i. Diversity link: <http://www.diversity.pitt.edu>
    - ii. Pitt Wire link: <https://www.pittwire.pitt.edu/>
2. Brief summary of past accomplishments. EIADACs work has been structured with working groups. The topic foci of the 2016-17 and 2015-16 working groups were: Gender Equity, International Populations, and Race and Ethnicity. The gender equity group was exploring family leave as well as continuing to identify sites for lactation rooms across campus. The international group was analyzing data from a survey sent to international students on their experience coming to University of Pittsburgh and the city of Pittsburgh which included strengths, barriers, and what they would like to know more about. The race and ethnicity group was working on ways to promote Pitt (slides).
3. Approval of the minutes: Minutes from April 2017 were approved as submitted.
4. Business:
  - a. Potential Goals; Maintain Working Groups or Other Critical issues

Discussion ensued on whether we should maintain the working groups from the previous couple years or identify different priorities and reconfigured accordingly. Also discussed how EIADAC issues may overlap with other committee priorities. Note that there are 15 standing university committees. Some issues already identified by other committees include:

    - i. Exploring access to resources for part-time faculty (e.g. computer & library) and 2) exploring how faculty with clinical responsibilities are evaluated? (Newly formed Faculty Affairs (FA) committee)

- ii. Exploring evaluations and reviewing criteria for tenure and non-tenure stream faculty. Related to evaluations, what should they measure, as presently they seem to be a measure of satisfaction vs performance. (Tenure & Academic Freedom (TAF) committee)
- iii. Exploring tuition/benefits policies. Related to complex families, health benefits, who has custody and who pays for health benefits. (Budget Policies committee)
- iv. Identified that Spring 2018 semester is shorter and exploring what should be done to compensate for the decreased time with students. (Educational Policies committee).
- v. GREs have been identified as discriminatory.

EIADAC goal: Identify common issues to co-examine and collaborate with others, with EAIDAC addressing diversity. Invite chairs/co-chairs from Education and Faculty Affairs to come discuss ways to collaborate.

b. Other:

i. Year of Healthy You

Discussed possibilities for programming integrating diversity and health. E.g. lack of understanding of diversity can contribute to stress resulting in poor health. Need to focus on issues impacting the campus.

Other topics to consider include racial trauma and sexual harassment.

- ii. U Times: This has been in electronic version only for one year now. PDF versions will no longer be available. As a point of exclusion, should it also include a paper copy? Discussed what the issue may be. E.g. A lost opportunity as advertising for Pitt for new students/parents or those new to campus; An issue of exclusion related to those without computers (e.g. those on night shift); A need to be sensitive to various modes of communication to capture Pitt news (Paper & enews).

It was noted that The Chronicle is no longer available, Pitt Wire is for the external community, Pitt news is for the students, UTimes is for faculty and staff. A resolution will be developed with a recommendation to consider a decreased number of print copies produced.

c. Potential topics for presentation throughout the year

- i. Student Experience in the Research University (SERU)
- ii. Non-Tenure Stream (NTS) (discussion of priorities, diversity issues)
- iii. Politically charged events (How is university handling sensitive issues)
- iv. Intersectionality related to Black Women
- v. Disabilities: Visible or non-visible

- d. Stephen Foster monument: Statement need to address need for explanatory plaque or EIADAC support for action.

2. Announcements/Events

- a. Disability Employment Awareness Month Lunch and Learn - October 31, 12:00-1:00  
5<sup>th</sup> Floor WPU
- b. Title IX at 45 – November 6, 2017 at 8:30 U Club
- c. Athletes Take a Knee Brown Bag – November 2<sup>nd</sup>; Also watch for panel discussion in December
- d. Hoopla – November 16, 2017, 5:30 p.m. at the Pete, Dinner and a Ball game for Pitt women
- e. 50<sup>th</sup> Anniversary of Martin Luther King's assassination – April 4, 2018

Adjourned: 1:32 pm