

Minutes
18 January 2018

Present: Ellen Ansell, Kenyon Bonner, Ally Bove, Brenda Cassidy, Pam Connelly, Genevieve Cook, Cynthia Danford, Paula Davis, Kathryn Gardner, Christine Jackson, Kacey Marra, Claude Mauk, Meg Mayer-Costa, Sharon Nelson-Le Gall, Sara Yablenski, Joseph Miksch (University Communications), Katie Fike (University Times)

Regrets: Dave Gau, Natasha Tokowicz

Call to Order: 1:02 pm

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| 1. Approval of the minutes of 14 December 2017 | Minutes approved as distributed. |
| 2. Update on Faculty Assembly | -Discussion on new retirement benefits -Graduate student unionization and need for more explanation to make sure graduate student issues are appropriately discussed |
| 3. Ongoing Business | |
| a. University Times Resolution | In process; Deferred until future meeting. |
| b. Update: Non-discrimination Committee reviewing Non-Discrimination Equal Opportunity and Affirmative Action Policy and Procedure (07-01-03) -Pam Connelly and/or Ellen Ansell, Ally Bove | Pam Connelly clarified that policy is meant to address discrimination outside sexual misconduct (e.g. race, age, military). The committee has a good cross-disciplinary representation and will begin by reviewing existing policies to determine what needs to be updated. Also looking at document retention guidelines and how often policies should be reviewed. |
| c. Update: Accessibility Committee reviewing University Technology Accessibility Policy and Procedure – Pam Connelly and/or Kacey Marra | Committee is addressing whether we should have a policy (yes) and what should it contain? Many aspects are highly technical. CSSD, CTL, ULS, and Communications are involved to help develop conceptual recommendations. Committee identified Washington University as having a good policy on this topic. |
| EIADAC 2017-18 Goals/Priorities: (see attached) 1. Communication 2. Education 3. Year of Healthy U 4. Building Names 5. LGBTQAI 6. Faculty Affairs 7. Updates on ongoing work (lactation rooms) | Additional working group assignments made since some committee members were not in attendance at 12/14/17 meeting. <u>Education:</u> Working group will meet before 02/15 meeting. <u>Year of Healthy U:</u> Further discussion on issues of mental health and wellbeing, including providing resources for those who are working with individuals with disabilities or illness such as teachers, counselors, staff, etc. Seeking a way to provide more explicit information. Plan to invite Leigh Culley, DRS to a future meeting. |

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| <p>EIADAC 2017-18 Goals/Priorities, Cont.</p> | <p><u>Building Names</u>: Working group provided a draft position statement regarding the naming of Parran Hall. They noted that Dean Burke has raised the issue and asked for campus feedback. Statement will be finalized by February 15th meeting for presentation to Faculty Assembly.</p> <p><u>LGBTQAI</u>: University has a transgender working group addressing issues and developing guidelines for preferred names for employees. Questioned whether a representative is need for the transgender group collectively or whether a rep is need for each group.</p> <p><u>Faculty Affairs</u>: Deferred until February</p> |
| <p>4. New Business</p> | |
| <p>a. Faculty Affairs: Chris Boneau, Yodit Betru</p> | <p>Unable to attend – rescheduled for 02/15/18</p> |
| <p>b. Sexual Harrassment Allegations: Chancellor Gallagher’s statement from 12/20/17 re: Ms. Magazine blog</p> | <p>EIADAC, the Senate Council committee dedicated to equity, inclusion and non-discrimination supports the Chancellor in his commitment to promoting an educational and work environment free from discrimination and harassment. If you experience harassment or discrimination, please report it here: http://www.diversity.pitt.edu/report-incident. Learn more here: Notice of Nondiscrimination</p> <p>Statement presented and approved. Statement to be presented to Faculty Assembly at the February meeting.</p> |
| <p>c. Other topics of interest for EIADAC</p> | <p>None identified</p> |
| <p>5. Announcements/Events</p> <p>a. Annual Social Justice Symposium, Creating a Just Community Across the Ages, sponsored by Student Affairs; Thursday, January 18, 9:00 am-1:00 pm; WPU Assembly Room</p> | |
| <p>Several committee members attended the Social Justice Symposium and shared feedback. Focus of the symposium was generational differences in the workplace, which attendees found interesting and relevant.</p> <p>Up and coming events: Black History Month: February Women’s History Month Hispanic History Month</p> | |

Adjourned: 2:15 pm

Future Meetings: In CL 826 at 1:00 pm.
February 15, 2018; 1:00 pm
March 15, 2018; 1:00 pm
April 19, 2018; 1:00