

University of Pittsburgh
Equity, Inclusion, Anti-Discrimination, Advocacy Committee (EIADAC)
www.univsenate.pitt.edu/committees/equity-inclusion-and-anti-discrimination-advocacy

Agenda

21 November 2017

Present: Ellen Ansell, Ally Bove, Brenda Cassidy, Pam Connelly, Genevieve Cook, Cindy Danford, Paula Davis, Ami Fall, Claude Mauk, Meg Mayer-Costa, Dave Gau, Azize Altay Harvey, Tom Hitter

Regrets: Robin Kear, Kacey Mara, Christina Jackson

Call to Order: 12:03

1. Minutes of 10.19.17	Minutes Approved as distributed
2. Business	
2a. Report on Non-discrimination Committee reviewing Non-Discrimination Equal Opportunity and Affirmative Action Policy and Procedure (07-01-03) Accessibility Committee reviewing University Technology Accessibility Policy and Procedure – Report by Pam Connelly	Welcome to Tom Hitter, Assistant Vice Chancellor for Policy, Development and Management; new to this position. Non-discrimination EIADAC Reps: Ally Bove & Ellen Ansell; Accessibility EIADAC rep: Kacey Marra. Both committees will focus on policy and procedures. The existing non-discrimination policy is generally in good shape. Previous work was done on policy regarding consensual relationships and sexual misconduct. The focus of this committee will be on remaining issues in the overall policy. The accessibility committee is based on the provost's committee addressing technology. There is a need to systematically review all policies related to accessibility to eliminate repetitiveness and clarify. Pam envisions these committees working intensively over a short period of time.
2b. UTimes resolution	Cindy Danford is working on a draft in collaboration with Bylaws (Nick Bircher) and Tenure and Academic Freedom (Marika Kevas). Plan to have a draft for review by the next meeting.
2c. Stephen Foster Memorial	A meeting is scheduled with the City of Pittsburgh to discuss action to potentially remove the statue. Further action by EIADAC will be on hold until further information can be obtained regarding decisions. The more pressing issue related to names used to label buildings around campus needs to be addressed. E.g. Parran Hall. Thomas Parran became known for experiments that infected black men with diseases including syphilis, which were left untreated. Paula Davis and Ami Fall expressed interest in working on this issue. G. Cook and C. Danford will send out a recent article regarding Parran Hall. The link is also here: http://www.philly.com/philly/news/thomas-parran-tuskegee-syphilis-hornblum-experiment-20170720.html
2d. EIADAC 2017-18 Goals	Education committee co-chairs (Doug Landsittel & Bonnie Falcione) will attend the December meeting to discuss the

	<p>priorities of the committee. Plan for discussion to identify common committee interests and topics for collaboration. C. Danford will send topics to the co-chairs related to GREs as discriminatory, interest in accommodations for the 2018 Spring semester, which is one week shorter. Plan to also pass on a summary of our brief discussion of OMETS and determine if this is an issue for the Education or Tenure and Academic Freedom committee or both. The point was brought up that OMETS can be a mechanism for students to anonymously address issues of discrimination and perhaps the OMETS comments need to be looked at in a different light.</p> <p>Faculty Affairs co-chairs (Chris Bonneau & Yodit Betru) have been invited to attend an EIADAC meeting in December or January. Potential issues for discussion include part-time faculty resources and evaluation of faculty with clinical responsibilities.</p>
2e. Year of Healthy U	<p>Discussed relationship with diversity contributing to stress and poor health. Identified mental health as a potential issue related to not only students but also faculty. How can we identify and support students plus what is available and how can we support faculty. Suggest having someone from Counseling services and Life Solutions come to a future EIADAC meeting to discuss available resources. Standing programs and how such programs can interface might be beneficial.</p>
2f. Special topics for presentation at EIADAC meetings	<p>The following have been previously identified as possible topics of interest for EIADAC to learn more about.</p> <ol style="list-style-type: none"> 1. Non-Tenure Stream (NTS) (discussion of priorities, diversity issues) may be addressed by the Tenure and Academic Freedom committee at a future meeting. 2. Disabilities: Visible or non-visible disabilities are being addressed on Wednesday, November 29, 1:00-2:30 in the University Club, Conference Rm A. Leigh Culley, director of the Office of Disability Resources and Services will present, "Not Every Disability is Visible: Creating an Inclusive Environment for Individuals with Hidden Disabilities." <p>Others to consider for future.</p> <ol style="list-style-type: none"> 3. Student Experience in the Research University (SERU) 4. Politically charged events (How is university handling sensitive issues) 5. Intersectionality related to Black Women
2g. Expand the website (?)	<p>With many important issues presenting that need a diversity lens the question arose as to how we can get the word out to others. Discussed the possibility of adding an "information" tab to the EIADAC website to include links to</p>

	important resources. It was also suggested to include a way for others to ask questions or raise concerns or present complaints.
2h. Plans to proceed	Discussed many important topics. But need to determine the best and most realistic way to proceed as we cannot do everything. Suggested listing all topics discussed today with plans to prioritize them at the next meeting based on level of involvement anticipated, degree of action needed or simply whether more education/information is needed. G. Cook and C. Danford will prepare an organizing structure to proceed.
3. Announcements	December 2, 2017: Non-alcoholic Party April 2018: Human Rights Program June 2018: Pride Parade

Adjourned: 12:55

Future meetings: In CL 826 at noon.

December 14, 2017

January 18, 2018

February 15, 2018

March 15, 2018

April 19, 2018