

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

Minutes
14 December 2017

Present: Ellen Ansell, Brenda Cassidy, Pam Connelly, Paula Davis, Dave Gau, Christine Jackson, Claude Mauk, Meg Mayer-Costa

Regrets: Natasha Tokowicz, Robin Kear, Ally Bove, Kacey Marra, Kate Gardner, Ami Fall, Katie Fike (UTimes)

Call to Order: 1202

1. Approval of the minutes of 21 November 2017	Discussed meaning of those listed as “unable to attend.” This terminology is simply acknowledgement of notification that an individual is not able to come to the meeting, it is not meant to have any negative connotations. Minutes approved as distributed.
2. Timing for Spring meetings? Day (3 rd Thursday) okay? Time 12:30?	To accommodate other special luncheons or noontime events, our meeting time will be moved to 1:00 beginning in January.
3. Ongoing Business	
a. 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	The first meeting for both ad hoc committees will be in January.
b. Up date: Accessibility Committee reviewing University Technology Accessibility Policy and Procedure – Pam Connelly and/or Kacey Marra	This committee will address any policy and procedures in question related to technology. It is anticipated that two issues are of primary concern: 1) retention and use of documents; e.g. how long are documents kept and where? and 2) how often are policies reviewed. Pam discussed the possibility of all policies having a similar template including times when previously reviewed and the next time a review is needed. There is good representation on this committee including but not limited to faculty and staff from Neuroscience, Health and Rehab Sciences, Disability Resources and Services, Office of University Communications, Center for Teaching and Learning as well as students.
c. UTimes Resolution	Deferred. Resolution draft pending.
d. EIADAC 2017-18 Goals See table for topics previously identified. Plan to discuss priorities and type of action needed. Think about areas of interest and what you	Reviewed the priority table as a way to organize and tract issues of interest related to EIADAC. Through discussion topics were clustered and prioritized accordingly: 1. Education

<p>would like to work on.</p> <p>How shall we cluster these into interest groups?</p>	<ol style="list-style-type: none"> 2. Year of Healthy U 3. Building Names 4. LGBTQAI 5. Faculty Affairs 6. Updates on ongoing work (lactation rooms) <p><u>Education</u>: Discussed GRE – who uses this and how. Need to assess who on campus uses the GRE. Is the GRE predictive? Is it exclusive? Suggest following up on existing advising committee for the provost and check with Cynthia Golden r/t diversity issues. Discussed statements for syllabi (gender inclusion statement and technology accessibility). Related to OMETS a resolution was presented to the provost last year with changes forthcoming (suggest following up with Laurie Kirsch). Main concern is how assessment of teaching can be done versus satisfaction with faculty.</p> <p><u>Year of Healthy U</u>: See below</p> <p><u>Building Names</u>: Discussion deferred until January</p> <p><u>LGBTQAI</u>: Pride index was discussed as a tool to help focus. Gender Inclusive Living and Learning Community projected to begin in Fall 2018. A Residence Hall has been selected and a staff person is to be identified.</p> <p><u>Faculty Affairs</u>: Deferred until January</p>
<p>4. New Business</p>	
<p>a. Education Committee: Doug Landsittel, Bonnie Falcione</p> <ol style="list-style-type: none"> i. Introduction to mission of group ii. Discussion on collaboration with EIADAC 	<p>-Doug and Bonnie were invited to EIADAC to share the mission of the Educational Policies committee and discuss potential for collaboration with EIADAC.</p> <p>-To summarize, the responsibilities of the Educational Policies Committee include: 1) initiating proposals and recommendations that will stimulate the development of excellence in the intellectual programs and teaching climate of the University and 2) to study reactions to University-wide issues and proposals related to the educational aspects of academic plans and programs.</p> <p>-<u>Past</u> initiatives have included: developing a statement re: classroom recording; exploring issues related to ADD/DROP deadlines and policies; collaborating with the Senate Committee on Admissions and Student Aid to address issues related to retention; and working with the Registrar's Office to suggest changes to the Pitt transcripts.</p> <p>-<u>Present</u> initiatives include: exploring issues related to the academic calendar, electronic thesis/dissertation issues including ethics of digital formatting, recording policy and issues related to teaching into the 21st century. Need to think more about diversity.</p> <p>-Agree to have an Educational Policy Committee rep for EIADAC meetings and visa versa. Reps to be identified at subsequent meetings. Educational Policy Meetings occur on the 3rd Monday from 3:00-4:30 pm.</p>
<p>b. Faculty Affairs: Chris Boneau, Yodit Betru</p>	<p>Confirmed for January 18th meeting</p>

<p>c. LGTBQAI: Claude Mauk & Pam Connelly</p> <p>i. U of Pitt rating: 4.5</p> <p>ii. How to increase to 5</p>	<p>Questioned what the rating means and who does the ratings. The ratings are not student driven, but are dependent on university information such as housing and student life. Plan to check the Pride Index and follow up on who other competitors are (e.g. Penn State has a rating of 5/5 and UT Austin has a rating of 4/5). Need to identify specific criteria needed to improve the rating.</p>
<p>d. Year of Healthy You: Plan to proceed</p>	<p>Discussed need for attention to mental health issues for students. Suggested developing a mindfulness/anxiety toolkit. Might be helpful to reach out to other schools/divisions to see what is being done. The idea of a faculty/staff wellness day presented. Final idea: development of a "Healthy U resource." Suggested to add a Healthy U tab to the EIADAC webpage for links to health related tools, e.g. life solutions, etc. Suggested applying for funding (\$2-300.00 ±) through the provost to announce and increase awareness of the EIADAC Healthy U resources. Each EIADAC member could be tasked to identify one resource. Christie Jackson will help.</p>
<p>e. Other topics of interest for EIADAC</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>-Tuesday, January 16, 12:00-1:30. Luncheon honoring Larry Davis, Dean of the School of Social Work and Director of the Center on Race and Social Problems with Creating a Just Community Award. Hosted by Equipoise, the Office of Diversity and Inclusion, and the Office of Cross Cultural and Leadership Development.</p>

Adjourned: 1:03

Future Meetings: In CL 826 at noon.

- January 18, 2018; 1:00 pm
- February 15, 2018; 1:00 pm
- March 15, 2018; 1:00 pm
- April 19, 2018; 1:00 pm