

EIADAC Meeting Minutes
January 27, 2015

Present: Ansell, Davis, Hravnak, Kirsch, Mauk, Mohamed, Nelson-Le Gall, Vieira
Minutes prepared by Ansell

Reports from Working Groups

Gender Equity, Inclusion & Antidiscrimination: The working group has not met since the last EIADAC meeting. The committee **recommends that that the provost office present to EIADAC the most recent pay-equity report.** Vice Provost Laurie Kirsch relayed that the report is completed every 5 years and the next will be completed in 2016-2017, and that, as president of PACWAC, she will be presenting that report, once completed. In addition to presenting the most recent report to EIADAC, she will inform us of how the data is collected, when the report is due, who is responsible for compiling the data, and from where it comes. EIADAC would like to make sure that the process is institutionalized such that there is a clear, transparent, regularly scheduled process, a specified person to whom this task falls, and a designated distribution/report to specified constituents. Further, that there is an action plan based on the results, and follow-up monitoring.

International Population: The working group is interested in better integration of international and domestic students, particularly on the graduate level. They are planning to conduct a climate survey around this and other issues pertinent to international students. Genevieve Cook, Interim director of the Office of International Services (OIS), attended the meeting. Cook offered the working group use of the OIS data base to identify a group to take their proposed climate survey. Given her position, they asked her for input on what issue(s) need(s) to be addressed. She pointed to issues around heads of lab groups following (or not following) University Policies.

In response to the report, members of EIADAC pointed out that this issue might not be specific to the International Community, but a much broader issue of, for example, communication from Deans and Chairs to PIs. It was suggested that this is an employee relations issue that would fall under Robert Hartman, Assistant Vice Chancellor for Employee & Labor Relations. It would be important to identify whether the message is getting down to the deans and Chairs.

The working group noted that Genevieve Cook had a lot to say and contribute, and asked her of her interest in being a pro-tem member of EIADAC. She is interested. EIADAC responded positively, and suggested that there be a pro-tem slot for a **Representative of the OIS office, with a recommendation that the director serve as the representative or contact to determine the appropriate representative.**

EIADAC asked that this working group **provide mission statement/purpose and long and short-term goals.**

Race & Ethnicity

Met 12/12/14: P.Davis, C. Mauk, S. Nelson-Le Gall, K. Seelman, A. Vieira, K. Bolden-Williams. The following ideas were discussed:

- *Under-represented Faculty Experience*: School of Medicine has data, what does it look like campus-wide? Want to know what the data show and how to use it to leverage change. What is the turnover in under-represented vs majority faculty?
- Suggested an annual faculty diversity report with comparison to peer institutions.
- The board of visitors should have a diversity mandate
- University commitment to diversity could be communicated through on-boarding faculty, staff and students. There should also be an intervention (workshop/webinar) required for all members of the University community.
- Celebrate engagement in diversity initiatives in campus and external media.
- There should be a way to note best practices on campus in teaching, recruitment, and student development.

Website Brainstorming – continued from December meeting

Based on recommendation from the brainstorming session at the December meeting, Mauk shared websites that have exciting diversity sites. It was thought that Pitt has plenty of stuff, but it is dispersed and people don't know where to find it. We are looking for ideas about how it might be centralized. It was also noted that the placement on Pitt's homepage under "workplace" is problematic as it should be about community, not just workplace.

Three websites that we looked at during the meeting were from Duke University, Purdue University, and Washington University in St. Louis. Mauk highlighted specific qualities of each that he found impressive, as follows:

Duke's homepage (<http://duke.edu>) has a diversity block from which there are links to other pages. The way it is displayed (where and what) grabs your attention. You can also link from a drop-down menu under the "about" tab. EIDAC wondered if we could have a Diversity link as part of the "popular destination" site on the Pitt Homepage. A question arose as to whether the "popular destination" blocks are based on the number of clicks that sites receive, and, if so, whether a diversity block could be there permanently.

Purdue's diversity and inclusion webpage (<http://www.purdue.edu/diversity-inclusion>) is more holistic than Dukes, but it is not visible on the homepage outside of a very tiny link from a listing at the bottom of the homepage. On the diversity page, however, there are great features such as a prominent events calendar that toggles to News and Twitter tabs, and a link to equity-related data about the university. EIDAC saw this as an opportunity for accountability.

Washington University was noted for its diversity statements, links, and balance. Paula suggested that the people at **University Marketing and communication** would build and manage the website. This raised questions: who decides what is put onto the site. Should we use Race/Ethnicity as model?

Action plan: start developing list: content modules. What would we want to see? Pull-down menu from main page. How to address different audience.

Does there need to be some administrative process outside of UMC? This would be in Ken Service's area. He reports to Kathy Humphrey.

More questions: What is the process? Do we write up as initiative of EIADAC to report to faculty assembly?

New Business

Paula Davis brought the following events of interest:

Feb 12 noon Scaife Hall Arlen Baratz MD

May 4-5 National Council on Disability meeting here on campus. There will be some public parts of the meeting.

Next Meetings

All are Tuesdays, 2:30-4, in 826 Cathedral.

Feb 17 Gender Equity: pay equity report

March 24 Race & Ethnicity: website; courageous conversations

April 21 international populations