University of Pittsburgh

Equity, Inclusion, Anti-Discrimination, Advocacy Committee (EIADAC)

www.univsenate.pitt.edu/committees/equity-inclusion-and-anti-discrimination-advocacy

**2020-21 Plan to Address Race, Equity, & Justice**

**Mission Statement:**

The Equity, Inclusion and Anti-Discrimination Advocacy Committee identifies, reviews and monitors issues relating to equity, inclusion and respect for all members of the diverse University community. The Committee advocates for equity and inclusion in university practices, policies and programs. The Committee offers recommendations for maintaining, developing, and promoting anti-discriminatory policies and initiatives.  The Committee serves to hear about, investigate and make recommendations on practices and policies relating to eliminating inequity, exclusion and discrimination. The Committee establishes its own areas and topics of inquiry, and encourages communications from the university community, including students, on all matters of access, civil rights, and equal opportunity.

**Race**

EIADAC is committed to regular communication with and feedback from Black students at the University of Pittsburgh to understand their concerns and suggestions for how to improve our campus. We will gain this feedback and maintain this line of communication in multiple ways: (1) Via regular communication with Black Senate representatives. Two Black Senate representatives attended EIADAC’s September 2020 meeting, and we have extended an ongoing invitation for regular representation at EIADAC meetings. (2) Vice Provost and Dean of Students Kenyon Bonner is a member of EIADAC, appointed by the Chancellor. Dean Bonner meets with Black student leaders regularly and has committed to sharing that feedback with EIADAC at our monthly meetings.

EIADAC is currently working with the Senate Educational Policies Committee on a joint subcommittee dedicated to reviewing Pitt alumna Sydney Massenberg’s proposal to create a 3-credit Black Studies course that would be mandatory for all undergraduate students. Three of our members are serving on this subcommittee and providing regular updates to EIADAC.

**Equity**

EIADAC’s primary mission at the University is to promote equity. Our committee has identified several areas to target in 2020-21, including: (1) Conducting a survey regarding the availability of gender-neutral bathrooms across campus buildings; (2) Continuing to advocate for dedicated LGBTQIA+ space on campus [and our LGBTQIA+ work group is currently participating in a task force dedicated to this issue]; (3) Monitoring Student Health Service and University Counseling Center’s response to Black student requests for better counseling resources specific to Black students; (4) Promoting faculty equity by continuing our work regarding gender and race bias in student evaluations of teaching and how to improve the assessment of teaching effectiveness.

**Justice**

EIADAC has been conducting work related to the Graduate Record Examination (GRE) for several years and feel this is an important issue related to justice in admissions at the University. We have successfully worked with the Vice Provost for Graduate Studies to provide education regarding misuse of the GRE and the inherent biases that exist in the examination. In 2020-21, our GRE Work Group will continue this work. We have been in contact with new Vice Provost for Graduate Studies, Dr. Amanda Godley, and will work with her office to conduct a new survey regarding changes in the use of GRE on our campus and help to implement more holistic application review processes that will ensure fairness in graduate admissions decisions.

EIADAC currently has two members serving on the committee to review and revise the University’s Non-Discrimination Policy and Procedure. Our members will continue serving on this committee in 2020-21, and EIADAC will continue to provide guidance on the policy and procedure revisions.