

Equity, Inclusion and Anti-Discrimination Advocacy Committee Minutes
University of Pittsburgh
September 20, 2013

Attendees:

Elected (voting) members:

Faculty: Ellen Ansell (committee chair); Claude Mauk, Cindy Popovich, Burcu Savun,
Bruce Venarde, Kelly Williams

Students: Brady McCormick (President, CGS)

Staff:

Pro Tem members: Brandon Benjamin (president Rainbow Alliance);

Chancellor Liaisons: Kathy Humphrey (Vice Provost and Dean of Students); Randy Juhl (Vice
Chancellor); Carol Mohamed (Director, Office of Affirmative Action, Diversity and Inclusion)

Senate appointments:

Minutes taken by Claude Mauk

Introductions & Election of Officers

The meeting opened with introductions of all attendees followed by the election of officers for AY 14. Popovich nominated Ansell and Mauk to serve as co-chairs and Juhl seconded the nomination; 6 voted in the affirmative, 0 in the negative with no abstentions. Mauk nominated Hravnak to continue as secretary and Ansell seconded the nomination; 6 voted in the affirmative, 0 in the negative with no abstentions.

Committee Name and Mission Statement

Ansell summarized the work of the committee from AY 13 including the adoption of the name Equity, Inclusion and Anti-Discrimination Advocacy Committee over the old name of Anti-Discriminatory Policies Committee and the updated mission statement. In short, the committee feels that both the new name and the new mission statement better reflect the pre-existing direction of the committee. Ansell confirmed that the new name will need to be approved by the Senate Committee on Bylaws and Procedures and will be presented, along with the new mission statement, to the Faculty Assembly.

The word “investigate” in the new mission statement had raised concerns from the Provost. The committee discussed options for alternative language including the use of the term “research” instead of “investigate” or the retention of the original term but with word “matters” in the same sentence changed to “policies and practices”. Most members of the committee felt that the term “investigate” was preferable over the alternatives and that the change to “policies and practices” would highlight the fact that the work of the committee will be to consider situations in general

rather than individual cases. Ansell will consult with the Provost to determine if this latter change will be acceptable.

Committee Structure & Function

Ansell reported on the work over the summer by members of the committee to codify concepts related to the function of and practices of the committee (see handout “Principles Governing the Operation of the Committee”), especially related to the interaction of the committee as a whole and its working groups. Mauk then reported on the planned operating cycle of the committee and working groups (see handout “The Operating Cycle of the EIADAC Committee and Working Groups) including the responsibilities of the committee as a whole and the working groups at each of four stages in the cycle. Comments from the committee regarding the plan were positive particularly indicating a desire that the working groups be designed with an eye to being proactive in anticipating potential issues rather than exclusively reacting to existing issues.

Next Meeting

Ansell announced the next meeting of the committee to be October 18, 2:00-3:30. At this meeting the committee will discuss the foci of the initial working groups for AY 14 and a strategic plan for their operation. Ansell asked that members consider ahead of time with which populations/issues they would like to be involved.