

October 8, 2020

## Faculty Affairs Action Plan on Anti-racist and Equitable Practices

The Faculty Affairs committee has compiled a list of actionable items regarding DEI initiatives that pertain to the purview of our committee. We recognize that this list is incomplete and see this report as a living document that will be revised as we continue to discuss issues of diversity, inclusion, equity, and anti-racism.

Of particular concern to faculty and our committee are the following issues. They are listed in no particular order.

- **Hiring, promotion, retention.** We need more data on faculty in marginalized groups and efforts from the schools and units on hiring practices, promotion pathways, and retention.
- **Non-discrimination policy.** How do we protect faculty from marginalized groups while maintaining academic freedom? How can our committee continue to work with EIDAC and other stakeholder committees?
- **Mentoring for faculty,** especially appointment-stream faculty. What mentoring structures are already in place for AS faculty and faculty from marginalized groups? Where is there a need for better mentoring practices?
- **Pay equity.** We currently have no information on pay equity and we will need more data on this.
- **“Invisible” labor and service.** Appointment-stream and faculty from marginalized groups often do a lot of the administrative and service work in departments, and often these efforts are not counted towards promotion or tenure. How are schools and units quantifying this work?
- **OMET surveys and evaluation of teaching.** There is a great deal of literature on biases in student surveys of teaching. What is Pitt doing to mitigate this?
- **Shared governance in departments and units.** A large percentage of AS faculty in the Dietrich School comes from marginalized groups and there seems to be little standardization on how these faculty members can vote in their departments (for example, on hires, some AS faculty have a “recommendation” vote but cannot actually vote). How can shared governance be made more equitable?
- **Curricular issues.** How are our values reflected in our curricula? Who performs the labor on curricular issues and how can all faculty be more involved?

At this point, our main priority is to collect information and to collaborate with other committees to gather and analyze relevant data. In order to more effectively work on these issues, the Faculty Affairs committee will form a subcommittee at their November meeting and will continue to discuss and develop their action plan.

We look forward to working with the Faculty Assembly on this essential work.