To: Chris Bonneau,

Fr: Marylou Gramm, Sybil Streeter, Co-Chairs SAAA

Re: **SAAA Equity Action Plan Outline and Task Leaders**

October 1, 2020

Following is our committee’s Action Plan Outline and Task Leaders:

1. Survey of undergraduate and graduate equity demands relevant to SAAA and actions taken or in progress:

Marylou Gramm, Sue Skledar, Penny Semaia. Draft completed and included below.

2. Gather information on updated undergraduate efforts to recruit students of color: Marc Harding, Vice Provost for Enrollment, October 2, 2020.

3. Gather information on updated retainment efforts for undergrad students of color and grad students of color: Joe McCarthy, Vice Provost for Undergraduate Studies and Amanda Godley, Vice Provost for Graduate Studies November 6, 2020.

4. Gather information from undergraduate and graduate students regarding updated demands for equity: Eric Macadangdang, President SGB; we await a grad representative for outreach to the graduate student constituency.

**Action Item 1: Taking Stock of Action on Demands to Address Systemic Racism, Inequity and Justice in Student Aid, Admissions, and Affairs at Pitt**

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| --- | --- | --- | --- | --- |
| Source | Demand | Met | In Process | To be Addressed |
| Black Senate Demands (6/18/2020) | | | | X = not |
|  | **Creation of the *People’s Voice* Committee** – a standing committee to make sure all demands are met with quarterly check-in meetings w/ Dean of Students, Chancellor Gallagher and the Board of Trustee to ensure progress on meeting goals.  --Creation of Black Action Society as umbrella org for SORC etc. | KB’s letter: Creation of Black Assembly: Equipoise and GPSG nominate four individuals who will serve for two years on the Black Assembly. The Black Senate will be asked to nominate six students to serve on the Assembly. Will partner with Black Action Society. | The Division of Student Affairs commits to working with the Black Action Society and the Student Government Board toward a restructuring. |  |
|  | **Create a Black Advocacy Council to monitor progress on all demands and responses to injustice.** |  | The University will create a committee of Black faculty, staff and students (the Black Assembly) to monitor progress and provide input as to how we can create a more racially equitable and inclusive organization. The Black Assembly, served by the Senior Vice Chancellor for Engagement and the Vice Chancellor for Diversity and Inclusion, will monitor, report and respond to current events that affect Black students and other underrepresented individuals. The Black Assembly will post reports on the ODI website in addition to regular updates on the following: Annual admissions and enrollment statistics, retention and graduation gaps, graduating student debt gaps, unmet financial need gaps by race/ethnicity and by School/campus. Annual faculty diversity statistics disaggregated by race/ethnicity and gender as well as by School/campus. Staff diversity statistics disaggregated by race/ethnicity, gender, job classification.  Institutional spending on outside services and supports by the business owner’s race/ethnicity. Responsibility Center heads will be annually evaluated on diversity goals and reports. |  |
|  | **Provide full financial support as well as assistance with securing a location for events and projects that cater to the Black Experience**  -- Including Black graduation, Gala, *Student Leader Conference, All in the Family, Welcome Back BBQ,* Divine 9 Project, Exhibition Black artists |  | Student Affairs will work with the Black Action Society to support signature Black Experience Events and other affinity groups with offices in the Office of Cross Cultural and Leadership Development (CCLD). The Welcome Back BBQ event will have a new, confirmed space for Fall 2021, due to growing scope and attendance. Student Affairs agrees to complete the Divine 9 Plot Project; will continue its fundraising campaign to offset the cost of the project and engage Black alumni, faculty, staff, and students who are members of the National Pan-Hellenic Council (NPHC). The Public Art Committee has been engaged in a project to create a mural, location to be determined, and is prepared to seek input from the Black Senate at their convenience. The Senior Vice Chancellor for Engagement will also work with local artists to create an art installation that acknowledges victims of police brutality and other racist practices. |  |
|  | **Transform the mission of the focus of our academic curriculum to be inclusive and comprehensive regarding the plight and triumphs of Black people.**  --Mandatory introductory course on systemic racism taught by Black professors. Freshmen should take it in first year. | Established a one-credit online course on systemic anti-Black racism and anti-racism, required of all first-year students and available for credit to all students and to all others not for credit. | Three-credit course on Black Studies proposed by EIADAC and SPEC in response to Sydney Massenberg’s petition will be considered by the Faculty Assembly at the October 7 meeting for endorsement. See University Times September 25, 2020. |  |
|  | --Include the Black Narrative in all curriculums. |  | --The University will make additional incentives and grants available for faculty development and recognition of inclusive classroom techniques. |  |
|  | --Establish both a Masters and PhD Program in Black Studies/Africana Studies. |  | -- Masters and PhD in Black Studies/Africana Studies is under discussion with the Dean of the Dietrich School of Arts and Sciences. |  |
|  | **All faculty and staff must undergo three (3) training sessions a year (before the start of each new academic session) that cover topics on racial biases, microaggressions, micro-assaults, and equity.**  --Keep a training log in OSA  --Design approved by People’s Voice |  | The University will add an anti-racism training module to the required anti-sexual harassment training for all new employees.  The University will create student-centered videos that illustrate and explain microaggressions for faculty and staff. Senior administrators will have an annual training and progress retreat to evaluate our outcomes around anti-racism. Student Affairs will require annual anti-racism training for all professional staff and student workers, will require bias incident reporting training for all professional staff and student workers, and will develop further guidelines for how to handle bias incident reports, effective academic year 2020-21. Student Affairs will establish five staff in-service days reserved for professional training and development, effective academic year 2020-21. |  |
|  | **Terminate the employment of racist and/or discriminatory employees on campus.**  **--**Students should be allowed to submit formal complaints when they experience racial bias by University of Pittsburgh faculty and staff.  --These complaints should be investigated by the *People’s Voice* committee and receive public notice.  --OMET survey should contain questions pertaining to the professor's ability to interact with students from different backgrounds and strength in creating an inclusive learning environment.  --Low OMETS regarding bias and inclusivity -> probation. |  | --We will recruit and train staff as restorative justice mediators to respond to bias incidents.  --We will require all departments and programs to conduct regular internal audits of existing policies, programs, services, and practices through an equity lens. And create departmental liaisons with the Diversity, Equity, and Inclusion Committee.  The University will ensure that all students, and Black students in particular, are aware of bias incident reporting and what happens when a report is received.  --The University will agree to publish statistics on bias incident reports.  --The Provost, working with faculty governance, will develop questions for student surveys of teaching (OMET) about creating an inclusive classroom, such as: “Instructor interacts positively with students from different backgrounds” and “Instructor creates an inclusive learning environment.”  --These student evaluations will be considered when evaluating tenure files of faculty. |  |
|  | ---Faculty and staff with one (1) incident or complaint of racial bias, excessive force, or unlawful arrest/detainment should be terminated and banned from the University campus immediately if found at fault. During the time of the investigation, the faculty/staff should be disclosed by name and banned from the University campus until its completion. |  |  | **X** |
|  | **Increase renowned, tenured streamed, and tenure Black Faculty to 10% within the next four years.**This demand should be seen evenly across *all* departments, not just the Africana Studies department. This increase will require that Black faculty numbers rise by 1.75% a year.  --To ensure this increase takes place, the percentage of Black faculty members hired a year should be reported to the Senior Leadership Team and the *People’s Voice* committee. |  | --The University has named Dr. John Wallace as the new Vice Provost for Faculty Diversity and Development to envision and oversee Black faculty diversity and development initiatives.  --Schools and campuses will be required to develop diversity, equity and inclusion plans that must be approved by the Vice Provost for Faculty Diversity and Development.  --Annual review conversations with deans and presidents include a review of faculty diversity targets and progress within their Schools and campuses.  --The Provost has committed resources to hire a Director of Faculty Diversity and Development to execute Black faculty diversity and development programs, projects and initiatives.  --The Provost has committed resources to develop and implement a university-wide Black faculty cluster hiring initiative led by the office of the Vice Provost for Faculty Diversity and Development.  -- The University will launch an initiative to celebrate and promote Black faculty research and teaching—also organized by the Office of the Vice Provost for Faculty Diversity and Development.  --Faculty hiring proposals will receive closer scrutiny to require plans for diversity outreach to Black candidates in order to ensure adequate diversity in the pools.  --The University will hire an assistant director in the Center on Race and Social Problems to help establish the Center as an interdisciplinary, university-wide hub for race-related research and faculty development and support.  --The Provost will engage the new university-wide tenure and promotion committee to develop expectations and guidelines for counting diversity-and inclusion-related service and community engaged research for promotion and tenure. The Center for Teaching and Learning will assist faculty in meeting these expectations and guidelines by expanding diversity and inclusion training opportunities.  --The Provost has committed resources to mentor Black faculty and to support their professional development along the academic pipeline, from junior faculty to full professor.  --For staff hiring and retention, the University will grow larger pools of diverse candidates by using cluster hiring practices and building pipelines of talent from our own graduates by connecting with Alumni Affairs and the Career Center.  --The office of the Vice Provost for Faculty Diversity and Development will work with the academic units to design and implement Pitt’s university-wide Post-Doc to Professor Program, to create a pipeline of outstanding Black Faculty.  --The office of the Vice Provost for Faculty Diversity and Development will lead Pitt’s effort to elevate and celebrate its Black faculty and to promote their sense of belonging, through regular communication about their work and an annual “Celebration of Black Excellence” |  |
|  | **Emphasize the importance of Black students’ mental health.**  ---Expand counseling to the Black community (students enrolled including in previous 2 years regardless of inactivity).  --Maintain mental health workshops for Black students and expand their promotion.  --Hire more Black mental health professionals to ensure that Black students are adequately supported at the Pitt Counseling Center. Revise Pitt’s budget for Black mental health professionals to encompass 30-40% of the counseling team, and to receive pay equal to their white counterparts.  --The Chancellor should release a statement to University faculty and staff to allow more flexibility for Black Students during times of extreme stress resulting from the white supremacist culture of America: 1-week extensions w/in 2 weeks of any publicly traumatic event.  Excuse absence for participation in protests. |  | The UCC will increase its clinical capacity to align with the percentage of Black students on campus by hiring additional clinicians who identify as Black/African American by Fall 2024. The University will develop and implement a post-Master’s fellowship program to increase opportunities for Black clinicians by Fall 2024.  -- The Provost releases a memo every semester reminding faculty of the policy that faculty should accommodate students’ requests to miss class for religious holidays, and this memo now also will include, effective Fall 2020, accommodation for the exercise of the right to protest and an encouragement to be sensitive to the impact of racial/ethnic/gender hate incidents worldwide on Black students. |  |
|  | **Create a space, aside from the BAS office in the William Pitt Union, on campus solely for Black students to congregate**  Preferably in Posvar near Africana Studies. |  | The Office of Cross Cultural and Leadership Development staff will work with Black Senate leadership, Black graduate and professional students, and the Office of Facilities Management to explore additional spaces on campus that will allow Black undergraduate and graduate students access to a larger space that is more open for social gatherings and support during moments of unrest in our community. |  |
|  | **Recruitment and Retention: Increase the population of Black students on campus.** Black student makeup approximately 4.88% of this campus’ student population. The University should increase the Black student body to 10% within the next 5 years with an 1% every year. This increase to 10% is independent of Black Student Athlete population/admission. |  | The university has set a goal of increasing the Black undergraduate population to 10% within 5 years.  We will identify key performance indicators for student success and publish annual outcomes on a publicly accessible dashboard.  We will require departments to disaggregate data by race/ethnicity, gender identity and other relevant demographic variables to help identity disparities in participation, satisfaction, and outcomes for essential programs and services. |  |
|  | **Create a diverse admissions panel to focus on increasing enrollment and retainment of Black students** from the Pittsburgh area, lower socioeconomic communities, and abroad. |  | OAFA will increase involvement of Black Pitt students in recruitment, enrollment and retention of Black high school students. |  |
|  | Establish a long-standing partnership and increase recruitment efforts at the Pittsburgh Science and Technology Academy. |  |  | **X** |
|  | Increase representatives of color who are heavily engaged in the Pittsburgh Promise Program. |  | The Pittsburgh Admissions Collaboration (PAC) Provides a pathway to admission to the Community College of Allegheny County and the University of Pittsburgh. Along the way, we will also work to help you become Promise eligible. This program is a partnership between Pittsburgh Public Schools, Community College of Allegheny County, and the University of Pittsburgh. ([Link](https://admissions.pitt.edu/pac/)) |  |
|  | **Establish three (3) scholarships of $10,000 each for Black incoming first-year students in the memory of Antwon Rose II.**  --Applicants reviewed by Black faculty and one member of the Rose family.  --Funds applied to tuition, room and board, and or research. |  | The University commits to continuing to support need-based financial aid to Black (and other Underrepresented Minority) students, with the goal of continuing to reduce unmet need. | **X** |
|  | **Establish 48 scholarships of $5,000 each for Black upperclassmen.***(ATTN 1 01/2021)*  These scholarships will be divided into three awards honoring Breonna Taylor, Trayvon Martin, and Tony McDade for students identifying as Black women, men, and LGBTQIA+ individuals, respectively. This will result in a total of 48 winners, with 16 recipients per named scholarship and $5,000 per recipient.  Requirements for this scholarship should be active enrollment, good academic standing, and at least one year of the following experiences: leadership in a Black student-run organization as listed above, community service that can be documented by a supervisor, or completion of an innovation for the Pittsburgh community  Recipients featured on Pitt website/graduation as with Nordenberg scholarships. |  |  | **X** |
|  | University provide financial and promotional support to the following outreach programs, but not limited to: *(ATTN 1 08/2020)*  DREAM Team and Gwen’s Girls: these organizations have been devised to mentor high and middle schoolers, as well as provide academic support for all students in grades K-12. | The University has been actively increasing support for and engagement with the Pittsburgh community. Three examples are the opening of the new Community Engagement Center in Homewood, Pittsburgh Public Scholars (PPS) and the Pittsburgh Admissions Collaborative (PAC).  The Senior Vice Chancellor for Engagement currently serves on the Board of Gwen’s Girls and the Urban League, and these are just two of the organizations where Pitt contributes both in time, expertise and financially to community organizations that are meeting the needs of the Black community. | The University is committed to continuing to expand and enhance engagement and partnerships with the Pittsburgh community. |  |
|  | **Terminate the employment of racist and discriminatory Police Officers.**  Students should be allowed to submit formal complaints:  when they experience racial bias, the use of excessive force, are unlawfully arrested, detained, searched by University of Pittsburgh police officers.  The University of Pittsburgh Police Department should no longer be allowed to solely investigate internally and discipline their own officers.  Complaints should be submitted to a Third Party who has no affiliation with the University of Pittsburgh and the University of Pittsburgh Police Department.  Police officers with one incident or complaint of racial bias, excessive force, or unlawful arrest/detainment should be terminated and banned from the University campus immediately if found at fault.  During the time of the investigation, the officer should be disclosed by name and banned from the University campus until its completion. | Students are able to submit complaints to the University of Pittsburgh Police Department (UPPD) or the Office of Diversity and Inclusion, the Office of Human Resources, the Office of Public Safety and Emergency Management, and Alert Line through the Office of Internal Audit. Disciplinary action for founded complaint includes and has included termination of employment. | The University also supports the creation of an Allegheny County police oversight board. |  |
|  | **Establish University partnership with the Pitt Police department to improve their diversity training and have year-round training sessions.** |  | UPPD has conducted implicit bias training and cultural awareness training and is open to other formats for delivery of these important topics to include training on Black adolescent behaviors and guest speakers. |  |
|  | **Sever ties with Pittsburgh City Police Department to actively ensure the protection of Black faculty and students** for all on campus events and activities: |  | Student organizations will not be assessed any security fees and will be allowed to request security guards in lieu of Pitt Police officers in these two scenarios:  The event is only open to the University community (i.e. it is not open to the public-at-large to include individuals not affiliated with the University); and  The hosting organization and/or speaker/performer do not have any specific security requests. |  |
|  | **Police officers with one (1) incident or complaint of racial bias, excessive force, or unlawful arrest/detainment should be terminated** and banned from the University campus immediately if found at fault. |  | Pitt Police absolutely will hold their officers accountable upon a finding of wrongdoing. In the case of severe misconduct, termination may indeed be appropriate. UPPD supports the Pennsylvania bi-partisan legislation to create a disciplinary database for police officers. The Pitt Police Department has a specific, detailed policy on reporting “Use of Force” incidents. The policy states that the incident will be documented when an officer used force beyond the normal guiding and directing in an official capacity on-or off-duty. The reports are prepared by supervisory personnel and reviewed by the officer’s entire chain of command and subject to internal affairs review if force, or the level of force, is deemed unnecessary (Use of Force Policy. Section 13.0). UPPD recognizes its responsibility to make every effort to serve all persons in a dignified and courteous manner, and exhibit understanding of cultural and ethnic diversity both in both professional and personal lives. The department is committed to working in partnership with the surrounding community to be responsive and blend strategic planning with community concerns. |  |
|  | **Increase transparency with Pitt Police and campus community.** | The Chancellor has increased undergraduate and graduate/professional student membership and expanded representation by Black students on the Chancellor’s Public Safety Advisory Council. The Chancellor’s Public Safety Advisory Council reviews policies and procedures used by the University police, seeks to examine and understand the community’s perspective on local and national issues of public safety, researches and discusses best practices for conducting police activity on campus and makes recommendations to the Chancellor regarding University action | UPPD supports the Pennsylvania bi-partisan legislation to create a disciplinary database. UPPD also supports the Executive Order for the Attorney General to create a nationwide database to track police officers with a history of misconduct. The order says it will track terminations, criminal convictions and civil judgments against law enforcement officers for excessive force. UPPD will seek to increase minority attendance at its citizens’ academy. UPPD has provided arrest statistics to members of the Black Senate. UPPD is considering how to track by race stops not resulting in arrests or citations. |  |
|  | **Increase transparency with greater Pittsburgh community.** |  | The proposed bi-partisan legislation would increase transparency of police records. UPPD has placed its policies on its publicly viewable website. |  |
|  | **Stand in solidarity with Black faculty and students proactively.** The University of Pittsburgh Department of Student Affairs or some form of university leadership needs to publicly address the racial violence against Black American citizens by the police and the threats made by the President of the United States. *(ATTN 1 08/2020)*  Members of the Senior Leadership Team should offer notifications and resources, within 24 hours after the occurrence of an injustice in support of Black and minority students including and a public apology. |  | Student Affairs will continue to respond publicly to major crises that are likely to cause distress among students and use its voice to reaffirm core values and support for community members whose identities have been targeted by racially motivated injustices. Student Affairs will support affected community members and provide appropriate resources. Leaders and departments from across the university system will be responsible for carrying out wide-ranging objectives and continuing the necessary conversations with collaborators and community members, including Black Senate leaders. As an institution, we are committed to holding ourselves accountable and fighting all forms of oppression. We expect all members of our community to be anti-racist and do their part to build a community of belonging for Black students. We cannot ignore the intersectional nature of the oppression of Black people—which means that many Black people suffer from multiple forms of injustice—and which also unites us in our common claims to human rights and creates a rich source of allyship across identities. We stand in solidarity alongside our Black students and in appreciation of your passion, dedication, integrity and fortitude in pursuing the realization of an anti-racist University |  |
|  | **Respect an organization’s rights when involving police presence.** | Student organizations will not be assessed any security fees and will be allowed to request security guards in lieu of Pitt Police officers in these two scenarios: The event is only open to the University community (i.e. it is not open to the public-at-large to include individuals not affiliated with the University); and the hosting organization and/or speaker/performer do not have any specific security requests. Effective August 2020, the University will establish a checklist of expectations for security guards and Pitt Police officers who are paid to support student organization events. | Student Affairs will develop and implement a customer event security satisfaction survey to be completed at the conclusion of each event by the event sponsor(s). Student Affairs and the Office of Public Safety will co-host at least one Pitt Police Town Hall each semester for Black student representatives. |  |
| Medical School Demands | | | |  |
| Pitt Campus ATTN-1 | **Creating a Better Response to Injustice:**  The University of Pittsburgh should hire a  team of at least three (3) full-time Black professionals with experience in education, diversity and inclusion to construct and execute campus policy in response to current  events that affect Black students, minority groups, and the surrounding Pittsburgh community |  | See above, Black Faculty goals |  |
| Pitt Campus  ATTN-1 | **Standing in Solidarity with Black Faculty and Students:**  The University of Pittsburgh Department of Student Affairs or some form of university leadership needs to publicly  address the racial violence against Black American citizens by the police and the threats made by the president of the United States. |  | See above, Black Advocacy Council, and Student Affairs activity. |  |
| Pitt Campus  ATTN-1 | **Actively Ensuring the Protection of Black Faculty and Students:**  The University of Pittsburgh Police Department should sever ties with the City of Pittsburgh Police Department for all on campus events and activities which includes terminating any and all contracts with current or former City of Pittsburgh police officers for sporting events, concerts, housing security, and emergency management |  | See above, severe ties with police; no fees for student organizations. |  |
| Pitt Campus  ATTN-1 | **Increasing Transparency with the Police and the Campus Community, and Greater Pittsburgh Community**  The University of Pittsburgh Police Department’s record of arrests, traffic stops, and citations should be made public. |  | See above, transparency actions from Chancellor, UPPD, and bipartisan legislation. |  |
| Pitt Campus  ATTN-1 | **Terminating the Employment of White Supremacists On Campus:**  Students should be allowed to submit formal complaints when they experience racial bias, the use of  excessive force, or are unlawfully arrested/detained/searched by University of Pittsburgh police or security officers |  | See above, Allegheny County Police Oversight Board |  |
| Pitt Campus  ATTN-1 | **Allowing Student Leaders to Supervise Who They are Paying To Serve and Protect**  **Their Campus:**  The student-run oversight committee should be staffed by Black students, currently enrolled and in good academic standing in any undergraduate or graduate school on the Pittsburgh campus, who have demonstrated at least one year of leadership and community service on campus through Black organizations.  Each student should receive $10,000 toward tuition, room, and board for each year of service on the committee |  |  | X |
| Pitt Campus  ATTN-1 | **Holding All Police Officers Accountable:**  The partners or participating officers involved in any encounters with racial bias, the use of excessive force, or unlawful arrest/detainment as deemed by this student-run committee should also be terminated and banned from the university campus immediately |  | See above, UPPD policies and Allegheny County Police Oversight Board |  |
| Pitt Campus  ATTN-1 | **Providing Financial Support and Public Recognition of Black Students Who Continue to Face Racial Violence:**  The University of Pittsburgh should establish at  least twenty (20) scholarships of at least $2,000 each for current students in the names of Black people killed at the hands of police terrorists and white supremacists. |  | See above, scholarships.  The University commits to continuing to support need-based financial aid to Black (and other Underrepresented Minority) students, with the goal of continuing to reduce unmet need. | X |
| Pitt Campus ATTN-1 | **Addressing the Specific Mental Health Needs of Black Students:**  Black students are expected to continue studying and working within hours to days of witnessing the murder  of someone that looks like them and hearing rhetoric against their personhood.  --  To address this, the University of Pittsburgh should  ensure that Black students are adequately supported at the Pitt Counseling Center by hiring more Black mental health professionals to encompass 30-40% of the counseling  team.  --Counseling services should also be free of charge, regardless of active enrollment, for Black/POC students.  --In addition, Black/POC students should be offered automatic 1-week extensions on any project deadlines, essay deadlines, or exams dates that occur within 2 weeks of a highly publicized and traumatic racial injustice event such as the murder of George Floyd. |  | See UCC and Provost’s Office actions, above |  |
| Pitt SOM  ATTN-2 | Establish 2 scholarships for Black identifying med students covering full tuition, health insurance, research/travel, living stipend. |  | *From the Pitt News 6/19/20*: Dean of School of Medicine, Anantha Shekhar agreed to two fully paid scholarships for Black medical students every year and two scholarships for high school students applying to college.  *Update from Med School Website 7/20*: This Dean’s scholarship (for up to 3 students) covers all tuition costs as well as living stipends and travel funds for four years—and will be offered for the first time in the 2020-2021 academic year. |  |
| Pitt SOM  ATTN-2 | Antwon Rose scholarship for 2 high school students who are aspiring physicians in communities impacted by crime, poor health outcomes, poverty. Includes entrance to guaranteed admission program, on campus housing, mentorship, mental health services. |  | *From the Pitt News 6/19/20*: There will also be a new senior award in memory of Antwon Rose II, Shekhar also agreed to look into integrating scholarship awardees with the School’s guaranteed acceptance program. |  |
| Pitt SOM  ATTN-2 | Rename Scaife Hall after Dr. Jeanette South-Paul. |  | *From the University Times 8/27/20:* Chancellor Patrick Gallagher [reported back](https://www.chancellor.pitt.edu/charge-review-complaint-regarding-naming-scaife-hall) that the “issue does not warrant a further, fuller debate.” | X |
| Pitt SOM  ATTN-2 | Sever ties with AOA honor society for its racial inequities. |  | *From the Pitt News 6/19/20*: Shekhar said AOA’s record over the last seven years is “not acceptable.” He said a rapid response team will review the organization’s actions over the next four to six weeks, and recommend whether Pitt’s relationship with AOA should be severed. |  |
| Pitt SOM  ATTN-2 | Dissolve Honor’s Council and replace with an ombudsman to advocate for fairness and equity. |  | (See below from Med School Website concerning ombudsperson) | X |
| Pitt SOM  ATTN-2 | Remediation of white supremacist culture of UPSOM.  Curriculum reform: end race-based medicine. Provide inclusion of racial inequity and other context for race-related illnesses. |  | *From Med School Website:* selected Dr. Naudia Jonassaint, vice chair of diversity and inclusion in our Department of Medicine, to chair this team, which consists of 14 faculty members and 11 students. The team includes strong representation from the Black community as well as members from other underrepresented minority groups and the LGBTQIA+ community.  The role of a new ombudsperson is to neutrally and independently address concerns of students who feel they have been treated unfairly by another member of the Pitt Health Sciences community. I aim to have this office staffed by November 2020 at the latest, with the ombudsperson position reporting directly and only to me on any student concern that may arise.  These three changes represent just the first step of many in a long journey ahead, with our list of actions and opportunities certain to grow. By the close of the fall semester, however, I hope to have identified a robust set of short- and long-term equity initiatives that are specific to our school. |  |
| Pitt SOM  ATTN-2 | **Zero Tolerance Policy:**  UPSOM should establish a policy in which any faculty/staff  with at least one complaint of racial bias/racism (loosely defined as any report of student mistreatment related to racial bias with ANY credibility/shred of corroborating evidence) are to be immediately terminated. All complaints placed in faculty files. |  |  | X |
| Pitt SOM  ATTN-2 | Pledge to increase/maintain 35% of faculty and students including deans and admins who identify as URM: Black, Indigenous, Latinx.  In the event that these recruitment goals are not met, the UPSOM should provide ALL incoming URM students with additional financial support to cover ALL food, travel, and housing expenses to attend conferences hosted by national minority medical organizations including National Medical Association, Student National Medical Association, and Latino Medical Student Association. These conferences and events offer an avenue for URM students to network and be supported by other URM students and professionals |  |  |  |
| Pitt SOM  ATTN-2 | Pay all Black/POC UPSOM students for any advice, education, suggestions about their experience $30-50 per hour. |  |  | X |
| Pitt SOM  ATTN-2 | Grant URM medical students 2 extra full mental health days per semester, no questions asked and without repercussion. They should require no make-up work for these mental health days, as they serve as reparations for the effect of racial injustice and microaggressions on mental health. |  |  | X |