



University of Pittsburgh

The Senate of the University of Pittsburgh

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Senate Directive to the Standing Committees on Systemic Racism, Inequity and Justice

The University Senate represents the best intentions of our faculty, staff and students toward collectively making Pitt a better University; we all know in our hearts that as Pitt improves, the world will benefit. But our intentions are meaningless without action, and action is needed now, specifically on combatting systemic racism, inequity and injustice.

In answer to this need, the Senate Officers are charging each of the standing committees of the University Senate with incorporating into their 2021 Academic Year agendas an examination of race, equity, and justice at the University within the scope of their individual missions. Taken altogether, the standing committees consider nearly every area of University academic and professional life, and they encompass a broad range of participants with immense expertise and life experience. Our committees will leverage this perspective and these resources to provide insight for the Senate, as well as the University as a whole, toward beginning to understand and address racial injustice at our institution, using the tools we as the Senate have at our disposal.

Because different committees work best in different ways, each committee should pursue this task in whatever manner their members determine works best for them. However, this should not be interpreted to mean that this task is ancillary to the committees' mission or that the effort should be perfunctory. The Senate itself exists out of a need for justice and representation within the operation of our institution. We will take this task seriously, or we will fail the very spirit of our mission together.

Committees will have 3 deliverables due to the Senate Officers to meet their commitment to this charge:

1. October 1: Action Plan Outline & Task Leader(s) Designation
2. December 1: Summary of Preliminary Findings
3. March 1: Final Report

In the Spring of 2021, the Senate Officers will call a Plenary Session (remotely, if necessary) to summarize the findings of the Committees and forge a path forward.