**Draft Plan for ﻿Senate Directive to the Standing Committees on Systemic Racism, Inequity and Justice\_V4**

**Charge from Senate Officers:** Incorporate into 2021 Academic Year agendas an examination of race, equity, and justice at the University within the scope of our Senate Research Committee missions.

**Our Mission:** The Senate Research Committee was created in 2015 ‘to focus on issues related to all research and scholarship performed at the University of Pittsburgh. The Senate Research Committee works with and advises all research related offices and Departments at the University of Pittsburgh including those within the Provost’s area and the Health Sciences.

**Proposed plan:**

As a part of this charge, we propose to focus on analyzing the data (to be published on the new Social Justice website at Pitt) on racial diversity and gender equity emphasizing four major members of our research workforce: 1) Postdoc trainees; 2) Research Associates; 3) Research/Research Scientist Staff Classifications; and 4) All research faculty. We chose to focus on these specific members of our research community with the goal to gather insights on how gender and racial diversity is maintained at the different levels of research training. We also propose in parallel to collect data on: 1) Training grants (F/T32/Diversity Supplements) and 2) Special programs/Initiatives designed to increase and maintain racial and gender diversity across different schools/units. We propose to partner with Office of Academic Career development (OACD, Dr. Zellers) and Office of Research (Dr. Woodward) to collect the proposed data.

**Attachment: Templates for data attached**

**Objectives/outcomes:**

The objectives of this exercise are as follows:

1. As outlined in the Senate Directive of this Charge: We believe that the data reported on the Social Justice website will provide insight for the Senate, as well as the University as a whole, toward beginning to understand and address racial injustice at our institution focusing on members of our research workforce. This will highlight our strengths but will also help to identify the deficiencies and areas of improvement. This may also identify Schools/ Units that are excelling and provide opportunities for others who need improvement to learn from their peers.
2. Identify and compile Pitt-wide (all units) and national/foundation efforts/resources aimed at recruiting and retaining racially and gender diverse research trainees, staff and faculty. We may collect these data by interviewing selected faculty, trainees and research staff scientists.
3. From this analysis we hope to identify support structures at Pitt that can be made available to Pitt research trainees, staff and faculty who identify with specific racial and gender groups. This could include specific mentors and specific programs dedicated to supporting the career and professional development of these individuals.