

Minutes of the Senate Anti-Discriminatory Policies Committee for 16 January 2009 6061 Forbes Towers

In Attendance: Mark Lynn Anderson, Deborah Brake, Lynn Fitzgerald (Chair), Dorothy Hawthorne-Burdine, Emilia Lombardi, Carol Mohamed, Paolo Palmieri, and Amanda Reed.

Absent Elected Members: Anthony Bauer, Randi Koeske,* and Cindy Popovich.

Lynn Fitzgerald called the meeting to order at 9:44 AM.

Approval of the Minutes

A correction of fact to the December 2008 minutes was requested by Susan Hansen *in absentia*. Her correction was approved. Dorothy Hawthorne-Burdine identified two typographical errors, and the minutes were corrected accordingly. Hawthorne-Burdine also asked for a change in the language of in the committee's discussion of campus diversity since it misrepresented her statements. These changes were approved. Hawthorne-Burdine then requested that the two paragraphs at the end of minutes describing the committee's discussion of diversity be reduced to a simple statement of topic. Secretary Mark Lynn Anderson refused, and no committee member seconded the motion to delete from the minutes the description of the committee's discussion of diversity issues. Hawthorne-Burdine later said to leave the minutes as they were. Hawthorne-Burdine maintained that the minutes "looked bad" and, since they are accessible by anyone on the Internet, were likely to cause harm since they represented the ADPC as unconcerned with questions of racial and ethnic diversity. Several members strongly disagreed. Deborah Brake took issue with the implication that holding a position against mandatory diversity training somehow indicated a lack of concern about advancing racial and ethnic diversity. According to Brake, it is reasonable to argue that mandatory diversity training will cause extensive harm to other crucial diversity initiatives. Paolo Palmieri also disagreed with Hawthorne-Burdine's characterization of the minutes, claiming that the minutes demonstrate healthy disagreement and productive discussion. Secretary Anderson explained that his aim has been to make the minutes as informative as possible for those individuals unable to attend our meetings. By reporting on both the content and the tone of the discussions, he also seeks to make the ADPC minutes a useful resource for the committee's future deliberations, as well as for other Senate committees having an interest or stake in our work. Anderson also pointed out that our committee meetings have always been open to the public. At this point, Hawthorne-Burdine mentioned that there were at least ten esteemed state universities in the US with mandatory diversity training; she plans to bring the matter up with Senate President John Baker on her own. Hawthorne-Burdine then asked if headings for each agenda item could be added to the minutes. These changes were adopted, and the use of headings will continue to be the secretary's policy for keeping the minutes. Hawthorne-Burdine then stated that she did not wish her name associated with December 2008 minutes of the ADPC. A discussion followed about the possibilities of posting various addenda to the official minutes of the committee. No action was taken on these ideas. Secretary Anderson offered Hawthorne-Burdine the option of inserting, at the beginning of the minutes, a brief statement indicating her disagreement them. Hawthorne-Burdine accepted the offer, and her statement was subsequently inserted. The December 2008 minutes were approved by a vote of six-to-one.

Announcements

*See announcements in these minutes.

Chair Fitzgerald announced that elected-member Randi Koeske will no longer attend committee meetings. Fitzgerald also informed the committee that the faculty member who would be next in line for a seat on the ADPC is also unavailable at this time. While Lori Molinaro, Director of the Senate Office, is currently seeking a replacement for Koeske, Fitzgerald advised the committee that we might finish out the academic year with only eight elected-members instead of nine.

Fitzgerald has met with Senate President John Baker to discuss several initiatives of interest to the ADPC. She reported that Baker was supportive of the committee's effort to draft a new mission statement, and he looks forward to seeing a version submitted to the Faculty Senate for approval. Fitzgerald also discussed with Baker two items for the agenda of the Faculty Assembly meeting on January 27: 1) our interests in possibly collaborating with the Environmental Safety Committee on issues such as annual reviews of evacuation plans for each campus building (by representative employees who work in those buildings) and CPR training, and 2) the possibility of pursuing with Katherine Seelman the implementation of a universal access policy for our campus computing services.

Sexual-harassment policy

Brake briefly reported on the ongoing concerns and efforts to revise the University's recently rewritten policy on sexual harassment [see ADCP minutes for December 2008]. Brake informed the committee that Senate President Baker has established an *ad hoc* working group to consider the issue further and to make recommendations. The group includes one representative from ADPC (Deborah Brake), one representative from the Tenure and Academic Freedom Committee (Rose Constantino), and one representative from the Committee for the Promotion of Gender Equity Committee (Irene Frieze). Senate Vice-President Susan Hansen is chairing this *ad hoc* working group. The group will meet with the Office of General Council in the near future.

Mission statement

Anderson distributed copies of suggestions from committee members about his proposed revision of the ADPC mission statement. Anderson received one suggested change of phrase, as well as an alternate drafting of the statement. He also authored another version of the statement, incorporating most of these suggested changes. Another member had asked that we consider reintroducing into the statement a list of "protected classes" covered by EEO laws. The rationale was that such a list would provide the committee with an identifiable legal context in which to pursue its work and make to recommendations. This latter suggestion received little support, mostly because committee members felt that these identity classes are perpetually in flux and that such a list can ultimately be more limiting than clarifying. However, nothing was decided on the matter, and Anderson suggested that we table the issue until next month when more committee members are likely to be present.

Allies training for faculty members

Chair Fitzgerald reported that she has received no reply to her e-mail inquiry to Linda Williams Moore about a scheduled date for the next Allies Network training session. Fitzgerald said she will next consult with Patricia Beeson to see if she can find out anything about the status of the spring session, since it would be advantageous to have an announced date as soon as possible to facilitate outreach to the faculty. Hawthorne-Burdine asked who is in charge of running the training session. Fitzgerald responded that the program is run through the Office of Cross Cultural Leadership and Development

Center, headed by Williams Moore, though the Allies Network program was established through the office of the Vice Provost and Dean of Students, Kathy Humphrey, who has asked the ADPC to assist in the shepherding and promotion of this new program. Hawthorne-Burdine said that she disagreed with this request by Humphrey since such oversight was outside of the committee's stated mission. No other voting member of the committee saw any conflict between the Vice Provost's request and the mission of the ADPC. Hawthorne-Burdine then suggested that we could ask that information about the training be made part of the automated weekly telephone announcements for university employees. Fitzgerald pointed out that we first had to have a scheduled date for the training before any promotion could take place. Furthermore, it is crucial that faculty be given as much advanced notice as possible (far more than a week) so that they might efficiently schedule this training into their semester; it is currently the training of faculty that committee seeks to expand. Hawthorne-Burdine comment that she had discussed the Allies Network with GLBT faculty in her school (Nursing) and found them to be uninterested in the Allies Network program. Anderson mentioned that Allies training is designed for all members of the faculty and that it is important that participation is not perceived as a means of "outing" any member of the faculty or staff. Emilia Lombardi also has pointed out that GLBT faculty (and particularly non-tenured faculty members) might not seek to participate in what are perceived to be identity-based initiatives out of career concerns of being considered "activist scholars."

Diversity activities

Chair Fitzgerald reminded the committee that we had decided to seek reports of on-going diversity events in order to consider and better understand how we might assist in the promotion of diversity at the university. Hawthorne-Burdine proposed to the committee that, while its charge was not to initiate programs but to consider and advise, there ought to be some means for us to work towards achieving mandatory diversity training for all University employees. Carol Mohamed said that this was essentially an issue of governance, and that the Chancellor and Provost had delegated the decision of whether or not to institute mandatory training to the discretion of the separate heads of the University's divisions and departments. Hawthorne-Burdine asked who made sexual harassment training mandatory across the university. Mohamed replied that sexual harassment training is run through the Office of Human Resources, but that it was ultimately mandated through the authority of the Chancellor's Office. She mentioned that Human Resources currently has available a forty- to sixty-minutes course on diversity, but requiring the course for supervisors is left entirely to the discretion of individual departments and divisions. Hawthorne-Burdine then maintained that the University's record in the hiring of racial and ethnic minorities was not as satisfactory as the committee seemed to believe, and that the figures on hiring trends reported to the committee by Mohamed at our November meeting were at odds with diversity numbers gathered by Vice Chancellor Paula Davis of the health sciences schools. Mohamed reminded the committee that her numbers were aggregates, and she assured the committee that her numbers were accurate and that they *fairly represented hiring for the entire University*; thus, they incorporated the numbers that Paula Davis collects in the School of Medicine and the other health science schools. Hawthorne-Burdine then asked how the hiring, retention, and tenure of racial and ethnic minorities at the University would look if the numbers were disaggregated. Mohamed reiterated that while the University of Pittsburgh continues to make progress in the hiring of minority faculty, particularly in relation to its peer institutions, increasing minority recruitment, promotion, and retention remain crucial areas for both new and continuing initiatives across the

University. Our discussion of diversity activities reporting was tabled for future committee discussion.

New business

Lombardi distributed a memo (with attachments) seeking the committee's attention to the current exclusion of almost all medical treatment associated with transsexual health and medical care from the University's health plan. The committee will take up the issue at the next meeting.

Chair Fitzgerald introduced the committee's newest member, Amanda Reed, who is our representative from the Student Government Board. Reed comes to the ADPC with a background in minority hiring issues.

The meeting was adjourned at 11:00 AM.

Submitted by Mark Lynn Anderson, 13 February 2009.

Revised by Mark Lynn Anderson, 20 February 2008.

MLA