

**Minutes of the Senate Anti-Discriminatory Policies Committee for 20 February 2009
6061 Forbes Towers**

In Attendance: Mark Lynn Anderson, Patricia Beeson, Lynn Fitzgerald (Chair), Dorothy Hawthorne-Burdine, Carol Mohamed, Paolo Palmieri, Cindy Popovich, and Vijai Singh.

Excused Elected Member: Deborah Brake.

Absent Elected Members: Anthony Bauer and Emilia Lombardi.

Lynn Fitzgerald called the meeting to order at 9:35 AM.

Approval of the Minutes

Dorothy Hawthorne-Burdine requested the insertion of four sentences into the minutes so as to “correct the tone.” All four sentences were so inserted. Two sentences were added to the minutes under the section “Approval of the Minutes.” A third sentence was inserted in that portion of the minutes indicating Hawthorne-Burdine’s disagreement with Vice Provost Kathy Humphrey’s position on the ADPC’s oversight role in monitoring Allies Network, particularly the timely scheduling of training sessions. Chair Lynn Fitzgerald then requested that an additional sentence be included making it clear that no other members of the committee concur with Hawthorne-Burdine’s disagreement with Humphrey. A fourth sentence requested by Hawthorne-Burdine was added to the section dealing with diversity activities.

Announcements

With sadness, Fitzgerald announced the recent death of our friend and fellow committee member Randi Koeske.

Report from the January Faculty Assembly

Fitzgerald reported that our recommendations for a review of building evacuation plans and training procedures was well received by the Faculty Assembly. The recommendation will be brought up at the next Chancellor’s luncheon. It is likely that this initiative will be referred to the Plant Utilization and Planning Committee of the Faculty Senate. Fitzgerald also reported that our recommendation that the University explore the idea of Universal Access for campus computing—as per the model in place at the University of Washington at Seattle—was met with a more mixed response. The Faculty Assembly asked Fitzgerald to draft a proposal on Universal Access for presentation at the Chancellor’s luncheon.

Update on the ADPC mission statement

Mark Lynn Anderson reported that he has received no further recommendations from committee members about the revised ADPC mission statement. He has drawn up a final draft that incorporates almost all of the suggestions he received from members during December and January, and he will circulate that draft to the committee prior to the March meeting. If there are no substantive objections, the new mission statement will be presented for a vote at the March meeting of the ADPC. If passed, it will then be sent to the Faculty Senate.

Allies Network Training

Chair Fitzgerald mentioned that Linda Williams-Moore, Director of the Office of Cross Cultural Leadership and Development, has sent an e-mail message to those faculty and staff who have previously completed Allies training. The communication describes the

construction of a new website for Allies Network that will include names and contact information of participating faculty and staff. The e-mail also announces that there will be an upcoming workshop for anyone interested in becoming an Allies Network trainer. Fitzgerald also reported that there looks to be a date announced for a regular Allies training session within the next week; ideally, we should have word of this session before the next Faculty Assembly meeting on Tuesday, February 24.

Patricia Beeson informally reported that she understood the students were debating whether faculty who complete Allies training should be required to display the Allies Network insignia on their office door. This prompted a short discussion about how students access Allies Network faculty. Cindy Popovich mentioned that not displaying the Allies Network insignia defeated the very purpose of the program since the idea was for faculty to be as available as possible to LGBTQ students. Hawthorne-Burdine said that there should be a list of names of affiliated faculty for students to consult since it would be difficult for any student to know where to go if the only means of locating participating faculty members was to come across a sticker on an office door. Popovich maintained that the goal was to increase the number of participating faculty and their visibility as much as possible. Anderson offered that a list of names of participating faculty missed the logic of the program since, like the Safe Zone programs at other university campuses, Allies Network seeks to mark space on the University's campuses in a particular ways. While it is important that LGBTQ students have faculty members to whom they might regularly turn, it is also important that spaces on the campuses are visibly announced as queer friendly. Anderson's mention of "Safe Zones" and the logic of marking space initiated a brief discussion about how representing some spaces as "queer friendly" implied that other spaces were "unfriendly" to LGBTQ students. This concern was the reason for using the name "Allies Network" instead of "Safe Zone" at the University of Pittsburgh.

Transsexual Health Care

Emilia Lombardi was not present to report on the issue of expanding the University's existing medical coverage to include costs associated with transsexual healthcare. Instead, the committee briefly discussed the memorandum and supporting documents that Lombardi distributed to committee members at the January meeting. Hawthorne-Burdine expressed three concerns with the way the Lombardi's proposal is currently presented. First, she felt that relating transsexual health care to a list of surgeries that are supposedly paid for under existing coverage for non-transsexuals was not compelling, since such surgeries are not paid for by the health plan in every instance, but must clearly be indicated as required by a medical diagnosis. Anderson responded that this might require a cautious foregrounding of GID (Gender Identity Disorder) as a diagnosis recognized by the American Medical Association (AMA). Hawthorne-Burdine also advised that more information about the costs of implementing such coverage at comparable academic institutions would be useful in estimating the cost of expanding our current coverage, something important for selling the idea to UMPC underwriters. Other members of the committee also felt that stronger information about cost would be helpful. Finally, Hawthorne-Burdine maintained that such a request is made more difficult because of the current economic situation. Chair Fitzgerald suggested that we ask either UMPC or the Benefits Office whether they plan to make any changes in response to the AMA's new policy for treatment of GID and their recent resolution to remove barriers to health care for transgender patients [AMA HD 114 (A-08)]. She also mentioned that Lombardi has likely been in contact with the Department of Benefits about this proposal. She recommended that, while we might communicate to Lombardi the need to strengthen

the proposal in specific areas, we should wait and see what Lombardi has found out in her conversations with Human Resources or other University offices.

New Business

There was no new business.

Continuing Discussion on Diversity

This discussion returned once again to the question of mandatory diversity training, with Hawthorn-Burdine pointing to a successful example of mandatory diversity training at the University of Wisconsin at Madison. Hawthorne-Burdine reported to the committee that she had spoken with Faculty Senate President John Baker about the necessity for mandatory diversity training, and that Baker indicated to her that he would bring the issue up with Chancellor Nordenberg at an appropriate moment. [N.B. No voting member of the current ADPC supports mandatory diversity training except Hawthorne-Burdine.]

There was a brief discussion regarding various diversity-training models already available here and elsewhere. Popovich questioned whether the term “diversity” gets used in specific contexts to denote racial diversity, even while it connotes difference along various other axes of identity such as class, sexuality, and age. In any event, Popovich said she supports the idea of cultural training in diversity, but she could not support a program that was deemed mandatory. She asked if we could not reframe the issue to think of ways to promote diversity awareness through voluntary programs or initiatives. Hawthorne-Burdine responded that mandatory training was necessary and that currently the University has to pay faculty to attend a course on how to incorporate diversity material into their courses. Hawthorne-Burdine also reiterated her previous claims that the numbers of minority faculty are not going up at the University, and she asked that Paula Davis be invited to speak to the committee about this problem.

The meeting was adjourned at 10:55 AM.

Submitted by Mark Lynn Anderson, 1 March 2009.

[Revised minutes submitted by Mark Lynn Anderson, 20 march 2009](#)

MLA