

**Minutes of the Senate Anti-Discriminatory Policies Committee**  
**8 October 2009**  
**826 CL Conference Room, Cathedral of Learning**

In Attendance: Anthony Bauer (Chair), Emilia Lombardi, Cindy Popovich, Sharon Nelson-Le Gall, Rebecca Harmon, Carol Mohamed, Dorothy Hawthorn-Burdine, Melanie Rodrigues

Excused Members: Mark Lynn Anderson

Anthony Bauer called the meeting to order at 3.10 p.m.

Approval of Minutes: Anthony Bauer moved to approve the minutes of 8 September 2009. Emilia Lombardi mentioned a typo in the last line asking it to be changed to “that Alleghany County.” Carol Mohamed asked the “speaker series” be corrected to “workshops.” Emilia Lombardi seconded the motion and the motion carried.

Old Business: Sex/Gender Identity Disorder—Benefit vs. Discrimination?

Tony Bauer said he had spoken to Patricia Weiss, Chair University Senate and Welfare Committee in response to the mail from Emilia Lombardi. To get a perspective from the benefits committee he tried getting in contact with John Kozar, PITT director of benefits but could not meet him due to the G-20. Chair Bauer suggested that the sex/gender identity disorder issue be looked at in terms of benefit vs. discrimination. He said Kozar’s opinion about the coverage would be asked for. However he felt it important to find out if it is a benefits issue. If yes, it would not be the mission of the committee. It is therefore important to understand how the issue is seen.

Sharon Nelson-Le Gall said that by “providing benefits” they might also mean in what way benefits are provided by higher education offices across the country. However, is this the best practice in medicine, and what does it actually cover? If it is the Benefits Committee, they might not argue about health concerns.

Carol Mohamed suggested it is important to know what is included in the coverage. Rebecca Harmon said they used to not cover breast reconstruction after cancer earlier. It is not just at PITT; there are a host of benefits not covered by insurance companies and before we get too far into the discriminatory field we need to know what was involved.

Sharon Nelson-Le Gall said since it was a carefully crafted response do they mean best benefits and it would be good to know what the other top ten institutions across the country are covering.

Emilia Lombardi said there are people she knows providing healthcare and who have access to this information. She looks at it like a domestic issue, and sees no problem with what they are asking for. She wants to find a solution.

Chair Bauer said we needed to know what is medically necessary versus elective. He saw reassignment as a controversial topic in the medical community.

Rebecca Harmon said there might be some people who want to live without surgery versus some who want to undergo transitions. Emilia Lombardi reemphasized that the question was whether the insurance companies were providing the coverage.

Chair Bauer said the issue here was getting it covered, and he would continue to see what could be done with Kozar and why the exclusion was there.

Emilia Lombardi said she would get in information as to why the review was put in since she knows the field and it is what her research is in. She can also get information from physicians.

Chair Bauer said that was good, and from here on he will follow it up with John Kozar and report back to the committee.

When Emilia asked if the discussion would be between the two of them, Chair Bauer said he would bring in Kozar to the meeting since he wants to maintain transparency.

Sharon Nelson-Le Gall said Kozar might also clarify what benefits are covered, the best practices that are offered, and what other universities offer. Also, what is specified and not covered versus what is specified and covered. This would lead us into thinking if there has been discrimination and if there was exclusion.

Chair Bauer said there are things like hair transplants that are not covered and this might be such a case. Carol Mohamed suggested we needed to find out if it excludes what the evaluations consider cosmetic. Rebecca Harmon said it is an issue about medical well-being versus a psychological issue. Why is this set apart from other things? Many things are not covered by popular vote but cost of coverage. Having Kozar at our meeting would help us know the views of the administration and what we will hear from him will provoke more questions.

It was suggested that bringing in Patricia Weiss when John Kozar comes, as there would be a view from both the University Senate Chair and the Benefits Office.

New Business:

#### 1) Promotion of Allies Network Training—November 13, 2009

Chair Bauer said Bruce Venarde was not able to make it to the meeting. There was supposed to be an Allies training session on October 2. However it was cancelled on September 26. According to Tynetta Hall only five people had signed up so the training was rescheduled for November 13. As of late September the Counseling Center did not know there was supposed to be an October 2<sup>nd</sup> training, although the Counseling Center now aware of the November 13 date.

It was suggested that if a dean wanted to make this diversity training known, he only needed to send a mail across to the faculty. The deans should be involved in such matters.

Chair Bauer said he was not aware of the current list for Allies training and he does not know why it cannot be sent out to the entire faculty.

Cindy Popovich suggested that it would be a good idea to personally invite the deans and bring them on the committee. Sharon Nelson-Le Gall agreed with this suggestion.

Dorothy Hawthorne-Burdine said she has spoken to Kathy Humphrey and her feeling is this committee does two things: 1) we review issues. 2) We make recommendations. Things are going to get stagnant and are not going to the University at large. The Allies training is here, but it is not the interest of this committee. Somebody needs to find out how the promotion of this training has to be carried out.

Sharon Nelson-Le Gall said the matter has come to this committee so we need to say whether we agree. Dorothy Hawthorne-Burdine said there are so many different groups on campus we need to know how they spread information. Sharon Nelson-Le Gall asked what this committee was asked to do.

Dorothy Hawthorne-Burdine said it was asked to promote and advertise the Allies Training. This can be done if individuals meet and schedule meetings at places where students meet to advertise the training; however, promoting and advertising such events was not the task of this committee and she repeated that this committee's role was to review issues and make recommendations.

Sharon Nelson-Le Gall asked if our committee was contacted directly. She has not received information from these programs in any way. She asked where the advertising is done. Carol Mohamed said it was in the faculty and student development brochure.

Carol Mohamed said such information is generally added in the faculty and student development brochure.

Sharon Nelson-Le Gall said the automated phone messages would be helpful.

Rebecca Harmon said broadcast messages would help. Dorothy Hawthorne-Burdine went on to say the advertising can be brought about professionally: it can be put on the Pitt website, however it needs to be executed in a more organized manner. The initiative should come from the administration so that the Allies get more support.

Rebecca Harmon said she does not think one avenue is enough. It should pass on from the Provost down, and should be well advertised. Dorothy Hawthorne-Burdine said she has brought about the topic in previous meetings, and this is something that Kathy Humphrey knows about. Sharon Nelson-Le Gall suggested that there

should be recommendations that should be sent from this Senate Committee to the Provost Committee which would help spread awareness about the Allies Project, should reach some decision. Emilia said a lot of people running this committee in the past had ownership with the Allies project. Sharon Nelson-Le Gall said that even though the project was conceived here, it cannot be an illegitimate baby and has to be owned by someone.

Chair Bauer asked if Sharon Nelson-Le Gall and Dorothy Hawthorne-Burdine can work on this project as a point of action. Sharon Nelson-Le Gall asked if there was never a recommendation from this committee to the next level. Dorothy Hawthorne-Burdine said her recommendations were left out. Emilia Lombardi said people on campus never get to hear these things. Dorothy Hawthorne-Burdine said, from all the meetings from last year, the last chair made it clear that the project was the responsibility of this committee however Dorothy Hawthorne-Burdine missed out on the vote. Chair Bauer told Sharon Nelson-Le Gall and Dorothy Hawthorne-Burdine that we need to make recommendations and that they should bring in something written which can go into the President's paper. Every year something should be recommended.

Sharon Nelson-Le Gall asked if we know who currently has ownership of the project. Dorothy Hawthorne-Burdine: "Kathy Humphrey's office." Chair Bauer: "Bring some recommendations as to what can be done. Take them, discuss with Humphrey. We can work on this together. Formulate something with her input as something that can be done by the Senate, and make recommendations. Dorothy Hawthorne-Burdine: "We should look at the previous year's minutes".

## 2) G-20 Arrests and Authorizing Police Actions:

Chair Bauer said there were concerns from Mark Lynn Anderson about G-20 effects: University charges against students can be discharged; Chicago police chased students into towers on Thursday night due to a miscommunication with the University of Pittsburgh chief of police. Bauer said there were two main issues: 1) whether students were unlawfully participating. There were professionals who came into the campus and threatened students, ran around the Cathedral, wore PITT clothes and intermingled with students. The group of students as a whole has to be protected.

Sharon Nelson-Le Gall said this was absolutely horrible, but asked if this is a case all Senate committees are taking up. If this is coming only to us, what is our basis of going about things? The University community as a whole should rise up.

Chair Bauer said that is already being done. Sharon Nelson-Le Gall asked if the issue was coming to us or have we brought it up for the meeting. Cindy Popovich suggested that we need to consider if the students were discriminated because they were young. Rebecca Harmon said the cops just got an opportunity to display their power and it was just "a cop moment."

Sharon Nelson-Le Gall: "I do not think students should be treated like that. Isn't there a students' affairs committee that looks into these matters? Were there certain types of students who were singled out? I do not think this is an issue we should take up". Emilia Lombardi: "The PITT police were sent to Schenley. If the Pitt police were here this wouldn't have occurred. Dorothy Hawthorne-Burdine: "Is there a possibility that the less intellectual students were singled out"? Chair Bauer: "We can represent the student community at large. Changes were made. On Friday all university police were on campus. On Friday night, over [the] emergency system, messages were sent. In future they will advertise safe zones so that students know where to go. The issue was about Miami cops going into dorms but again this was something they thought could be handled better." Conclusion from the committee: "We feel the situation was not handled properly; we'll learn from it and move on".

### 3) Rebecca Harmon Report on the Provost's Advisory Committee on Women's concerns:

Rebecca Harmon said she would be meeting with the women's committee tomorrow. One of the things she would bring up was the gender wage discussion. Dorothy Hawthorn-Burdine said that is an issue, which has been looked at, but nothing's been done. Rebecca Harmon said she would look into the specifics tomorrow. Dorothy Hawthorn-Burdine said among the nursing faculty, four have recently received promotions. The women felt there was discrimination based on gender in terms of the tenure and were very vocal about it. They feel they should receive greater pay and they have been discriminated against.

Rebecca Harmon said she would be out of town between the 12<sup>th</sup> and the 14<sup>th</sup>, however she will meet with the co-chairs of the PACWC as a liaison form this committee. Emilia Lombardi asked if points 3 and 5 on the Agenda: Provost's Advisory Committee on Women's concerns and Differential salary compensation based on gender were the same. Chair Bauer said it was the same only blended into two.

### 4) Development of ADP Questionnaire:

Chair Bauer said the development of ADP questionnaire goes to the university at large to find a baseline as to what students, faculty and staff feel about discrimination practices. Rebecca Harmon said it would be good to do it online and not on paper. Chair Bauer said it would be good if we could think about it and figure what sort of questions should be asked. The information coming back after the survey should also be valued. Dorothy Hawthorn-Burdine asked for the objective of this questionnaire. Chair Bauer replied it was to develop a baseline to find discrimination. Rebecca said an example was women's equity. We can look at race, gender, sexual orientation, and LGBT communities. How do people here feel so that we as a committee know where the differences are. Dorothy Hawthorn-Burdine suggested that we contact Larry Davis at Social Work. He has a questionnaire form which we can pull some things: race and social problems, gender, the issues need not all be discriminatory. This would put important issues about discrimination on

people's radar. Larry Davis is the Dean of the Center for Study of Race and Social Problems and Ralph Bangs is the Director of the Center for Social Problems. There are books there, a blue book with questionnaires. They also have a speaker series, and it will be good to get help from pros.

Sharon Nelson-Le Gall said we could also contact the University Center for Social and Urban Research. We can get their assistance as a University committee. Dorothy Hawthorn-Burdine said the wording can be tricky. Sharon Nelson-Le Gall said there could be a smaller constituency of people who encounter problems. Such problems, when encountered, have to be noted in that particular subsection. Issues like: Am I underpaid because I am Black or am I underpaid because I am a woman? Having people work on the survey will help. She said she was one of the earlier members on PACWC. She goes back so far with these things; she knows they occur, and when the university wants to talk about affirmative action, they bring it up as women's issues. There is some progress in one area but it is at the expense of something else and we do not seem to build on some things such as a non-discriminatory workplace. She felt the survey would help.

Chair Bauer said there were a couple of last things. Many people would not be at committee meetings the entire semester. Should we have a temporary replacement for Paolo Palmieri since he's on sabbatical? Carol Mohamed said we need not. Chair Bauer said Barbara Shore would like to come to the meetings, but she's in Squirrel Hill. Sharon Nelson-Le Gall said she will get in touch with Barbara to find out if it will be feasible to help with her transportation to and from the meetings. Chair Bauer said it would be good to have an idea about all the issues; all issues would be uploaded on a Google document. By clicking the link:  
<http://docs.google.com/Doc?Docid=0AeNGn0VM7i0gZGNiZ3Y2dDVfMTI0ZHB6MjV6Y2g>

The meeting was adjourned at 4.40 p.m.

Prepared for the committee by Melanie Rodrigues.

Revised and submitted by Melanie Rodrigues, 11 December 2009.