

## **Senate Anti-discriminatory Policy Committee**

Minutes for November 14<sup>th</sup>, 2007 meeting

Attending: Patty Beeson, Dorothy Hawthorne-Burdine, Kathleen O'Connor, Kelly Coburn, Tony Bauer, Tom Buchele, Alexis Chidi, Catherine Greeno, Lynn Fitzgerald, Jayme Hart, Rodney C. Jackson, Barbara Shore, Vijai Singh, Bruce Venarde, and Jane Feuer, Chair

The chair called the meeting to order at 9:02am. She noted that Mark Anderson and Emilia Lombardi sent regrets for not being able to attend.

There was a minor correction to the minutes of the October 19<sup>th</sup> meeting. The chair noted that Barbara Shore's presentation on that date was recorded and is available in the University Senate office, CL 1234; written synopsis will be posted on the committee website shortly. The minutes were then accepted.

An item was added to the published agenda, a brief report on the Student Government Board's resolution to propose that "actual or perceived gender identity and/or expression" be added to the university's non-discrimination policy. Dean Kathy Humphrey will forward the resolution to the Senate.

The chair reported on the Allies Network training that took place in October. Targeted invitees were from Student Affairs and those who have been active in LGBT issues. There were two half-day sessions with trainers from IUP. The sessions were well attended and generally successful, despite worries that half-day training is a bit rushed does not allow as much hands-on practice as desirable. The next training will be in early February. As per Kathy Humphrey, plans are in place to have trainers from Pitt; adjustments to the program will be made to optimize the use of time. There will be an open call for this training, with publicity in university publications; an article on the October training was featured in the latest issue of "The First Degree," the newsletter of the CGS Student Government. Members of the committee raised the possibility of follow-through meetings, once a full cadre of Allies is in place, for exchange about the program in an informal social setting. The program will be overseen by the Office of Cross Cultural Leadership and Development and its director, Linda Williams-Moore.

Tony Bauer reported on his first efforts to get data on faculty age demographics, given the committee's interests in the contributions our most senior colleagues could make to the university community and to make certain that they are not subject to witting or unwitting inequality. Detailed information is not readily available, although the Periodic Review Report to the Middle States Commission on Higher Education notes that half the T/TS faculty are over 50 and 22% over 60 ([http://www.provost.pitt.edu/documents/PRR\\_2007.pdf](http://www.provost.pitt.edu/documents/PRR_2007.pdf), p. 29). After a detailed discussion, a subcommittee was created to investigate how to proceed, including contact with other Senate committees. The subcommittee's members are Tony Bauer and Barbara Shore.

Owing to time limitations, Lynn Fitzgerald's presentation on evacuation procedures for disabled individuals and the implications of the Americans with Disabilities Act was postponed until the next meeting.

In the winter term, the committee will meet at 9:00am on the third Wednesday of each month. The next meeting is on Wednesday, January 16<sup>th</sup>, 2008.

The meeting adjourned at 10:07am.