

Gender Discrimination Initiatives

Meeting Minutes 3/3/11

Location: 4401 Sennott Square

Meeting began: 1:00 p.m.

In Attendance: K. Marra; I. Frieze; R. Harmon; D. Rubio; S. Wendell; J. Lakoski; D. Ward; S. Khader; B. Gaddy; A. Franz; S. Hoogendoorn; M. Greenwald; S. Strotmeyer

Meeting Summary:

The meeting began with introductions from each participant, followed by a brief history of the subcommittee by Kacey Marra.

Several items were on the agenda, and each is listed below followed by a summary of the discussion.

1. Development of a standard hiring/promotion template for all departments.
 - After a brief discussion on this topic, including a review of the recent Senate Matters column by John Baker, we decided to actively pursue a collaborative relationship with the Provost's office in order to address this issue. We are planning on meeting with PACWC in August to discuss potential collaborative opportunities.
2. Development of leadership workshops.
 - There was general agreement that leadership workshops will enable the training of future leaders and lead to promotions. The 2011 Forum Women in Medicine and Science to be held on April 17-18th, was discussed, and it was determined that this forum is open to all women across campus. Registration is free, but required. For more information, see: <http://www.oacd.health.pitt.edu/women/index.html>
3. Daycare options for children who are sick.
 - A potential problem for working parents is when their child has a fever or flu, and cannot attend the Child Care center at the University. The subcommittee would like to re-introduce the concept of a sick room. It was noted that there is a sick room (currently unused) at the Magee Child Care center. Challenges to this concept that were discussed included a lack of funding for a full-time nurse. One suggestion was to utilize nursing students. Another suggestion was to ask the University to contract out daycare services to a company such as Bright Horizons, who is equipped

to care for sick children. Those members of the subcommittee most interested in this policy will focus on this issue, and this will be discussed at the next meeting. At that time, we will decide if the development of subcommittees within our subcommittee should be pursued.

4. Review of Pitt's policy on family status discrimination and harassment.
 - The concept of familial harassment was introduced to the subcommittee. Current University policies on family status discrimination were disseminated to the subcommittee, as well as information on workplace fairness. It was determined that with today's current technology, the University's policies should be easily accessible and transparent, thus promoting the best practice for the University. Another suggestion was to ask a Human Resource officer specializing in discrimination to present the University's policies at orientation of all new staff and faculty. Also, the idea of an 'ombudsman' was discussed. Those members of the subcommittee interested in this issue were asked to obtain clarification of the definition of familial status.

5. Accessibility to the University's policies on maternity leave.
 - The topic of maternity leave for faculty vs post-doctoral fellows was introduced, due to the general confusion on the University's policies on leave for birth or adoption, for both mothers and fathers. One suggestion was that the University develop a website perhaps entitled :You're Expecting a Baby. This would be a very helpful site for all University members. It was noted that that Provost's office does have FAQ sites regarding the Family and Medical Leave Act:
<http://www.provost.pitt.edu/faculty-affairs/fmfl-faq.html>

6. Dependent care.
 - Another important topic discussed was the increasing need of dependent care flexibility for faculty and staff. The subcommittee will review and compare policies for dependent care across several universities and discuss the comparison results at the next meeting.

The subcommittee will meet again in ~ 6 weeks.

Meeting adjourned: 2:00 p.m.