University of Pittsburgh
Equity, Inclusion, Anti-Discrimination, Advocacy Committee (EIADAC)
www.univsenate.pitt.edu/committees/equity-inclusion-and-anti-discrimination-advocacy

Minutes

November 19, 12:00-1:30pm
Zoom Meeting

1. Present: Ally Bove, Zuzana Swigonova, April O'Neil, Roxanna Bendixen, Claude Mauk, Goeran Fiedler, Will Entrekin, Tom McWhorter, Paula Davis, Stephen Gabrielson, Danny Lopez, Beatrice Fadrigon, Clyde Pickett, Kenyon Bonner, Brenda Cassidy, Gosia Fort, Sharon Nelson-Le Gall
   Regrets: Natasha Tokowicz

2. The October 2020 meeting minutes were approved (motion: A. Bove, second: Z. Swigonova, all in favor, 0 opposed, 0 abstentions)

3. Faculty Assembly Update: November 2020 meeting.

   a. Pittsburgh campus returned to Elevated posture
   b. Year of Engagement proposals are due 12/1
   c. Discussion of Dept of Education investigation of the university due to the situation with Dr. Norman Wang.
   d. Provost's survey re: COVID-19 is open
   e. Provost's town hall with faculty is today at 3:00 p.m.
   f. Dr. Shekhar attended the meeting and spoke about his vision on the progress of medical school and 8 focus goals to be reached by 2025. Those included research, education, clinical and translational excellence; community engagement and health justice; faculty growth and development and increasing diversity (a cluster hire of 15 new faculty with focus on underrepresented minority groups); and commercialization and product development.
   g. Tenure and Academic Freedom Committee brought up a concern that at least one department within the university circulates a "preferred journals" list. Publishing within these journals is viewed as a positive step toward promotion or retention, but may represent a bias for interdisciplinary research or research specialties not fitting these journals.
   h. Resolution on the effective assessment of teaching, submitted by the Education Policies committee, passed re: (see below)

4. Ongoing Business

   a. Non-discrimination policy update: The Chancellor has approved the combination of the sexual misconduct/harassment policy with the nondiscrimination policy. A new charter will be written and the group will be reconvened to continue working.
      i. Danny Lopez raised a concern that the current nondiscrimination policy does not specifically mention ethnicity, so Latinx members of the community are unclear on how they would pursue a discrimination complaint. It is important to them that the new policy specifically include Latinx individuals, and ethnicity more broadly, as a protected group.
         1. Ally Bove reported that every draft of the new policy does explicitly state that discrimination based on ethnicity is a violation of the policy. Ally and

Clyde Pickett stated they will both pay attention and ensure that language makes it into the final policy draft.

b. Updates from work groups
  i. GRE use – Natasha, Brenda, Ellen, Sharon, Ally, Goeran, Cindy
     1. Amanda Godley's office confirmed that they are gathering data this school year re: changes to GRE use across campus. They are also gathering resources on holistic admissions procedures.
  ii. OMET bias issues – Roxanna, Sharon, Zuzana, Cindy, Esteban
     1. Group will begin creating a focused list of concerns and what EIADAC may want to do to address them
  iii. LGBTQIA issues on campus – Claude, Eric, Tom, Beatrice
     1. Updates from the Trans working group: Preferred names are now fully implemented in the HR and Peoplesoft programs. Now they are working on allowing people to indicate their gender beyond the typical federal options of "male", "female", or "other". The following expanded list is coming soon to HR and Peoplesoft: agender, cis non-binary, cis man, cis woman, genderflux, gender fluid, gender non-conforming, genderqueer, intergender, man, non-binary, self-identify (user types in), trans non-binary, trans man, trans woman, woman, undisclosed. The next step would be to add pronoun choice in this software; this is not yet that well-developed but is in the works.
     2. Updates re: LGBTQ Center on campus: 63 individuals are currently working on this. Next meeting is 11/20 at 4pm.
  iv. Faculty gender gaps – Ally, Zuzana, Katie
     1. No updates. Ally and Zuzana will reach out to Amanda Brodish for some updates/clarifications on the data she presented to EIADAC earlier in 2020.
  v. EIADAC membership – Paula, Sharon
     1. Have approached 3 individuals re: pro tem membership and unfortunately all 3 declined.
     2. New student member: Shannah Mallett, representing Athletics. Shannah is a track and field athlete and was referred to us by Fumi Kimura and Penny Semaia from Athletics. Welcome, Shannah!
     3. Will work on outreach to schools that are not currently represented in EIADAC.

c. Potential new work groups
  i. Recruiting faculty of color
     1. The group decided not to create a new working group for this, because the university is already proceeding with a cluster hire of new faculty.
     2. EIADAC will be glad to offer support with this recruitment effort, and more importantly with retention efforts once new faculty are onboarded.
  ii. How DEI work is valued on campus
     1. The group decided to proceed with a new working group for this topic.
     2. Step 1: Contact Tenure and Academic Freedom committee to find out if they have any information re: how different schools consider DEI work in tenure, promotion, and retention decisions.
     3. Step 2: If TAFC does not have information on this, identify contacts within each school and learn this information
     4. Step 3: Develop recommendations from EIADAC re: how DEI work should be considered and weighted in an individual's tenure, promotion, and/or retention decisions.

5. Note re: staff: April O'Neil shared that Staff Council is creating a new permanent committee for DEI, and they hope to coordinate better communication regarding available DEI trainings for staff. Clyde Pickett is planning to speak to Staff Council soon about this.
6. Question from Beatrice Fadrigon: How do we define "value"? The discussion mainly focused on TIME. Pitt community members doing DEI work want to feel that this work is valued by their departments, by being provided the protected time to conduct such work, rather than being expected to do this work on their own time.

5. New Business

   a. Resolution passed at Faculty Assembly re: Effective Assessment of Teaching
      i. The Educational Policies Committee proposed a resolution at the November Faculty Assembly meeting, which passed with 90% of the vote (2% no, 7% abstained). The recommendations included: (1) departments/units/schools should examine their current practices for assessing teaching, and (2) submit plans to improve those practices, including (3) a description of how OMET surveys are used in retention/promotion decisions. They also recommended (4) that the Provost stop the mandatory inclusion of OMET surveys in promotion/retention decisions for the duration of the COVID-19 pandemic.
      ii. EIADAC supports this resolution and was glad that it passed with such strong support. Our working group re: bias in OMETs will reconvene and determine next steps, and will be watching for the Provost's response to the resolution.

6. Announcements/Events
   a. https://www.diversity.pitt.edu/inventory
   b. You can now add personal pronouns on Canvas! Log into Canvas > Account > Settings > Pronouns.
   c. Provost's town hall today at 3pm.
   d. In mid-December, we will send out a Doodle poll to assess members' availability for spring semester EIADAC meetings and choose the best dates/times.

7. Next meeting: December 17, 12-1:30pm via Zoom