

Senate Anti-Discriminatory Policies Committee

February 21, 2013

Present: Ellen Ansell, Carey Balaban, James Becker, Tricia Dougherty, Linda Frank, Julie Hallinan, Marilyn Hravnak, Claude Mauk, Brady McCormick, Cindy Popovich

I. Acceptance of Minutes from 1/17/13 with correction of one typographical error.

II. Committee chair Jane Feuer has resigned. That seat is vacated for the remainder of academic year 2012-2013. Nominations for Committee Chair for the remainder of academic year 2-12-2013 were taken, with Ansell (current Secretary) nominated, and voted for Chair unanimously. For the vacated Secretary position, nominations were taken, and Hravnak unanimously elected.

III. The Committee agreed to review the Suggestions formulated at the prior two meetings and further explore opportunities for action.

Suggestions	
Suggestions formulated from prior meetings	Further discussion/actions
<p>A. Understand ourselves</p> <p>1. What are our own beliefs?</p>	<p>At the January meeting, a lecture by Dr. Kathy Humphrey, Vice Provost and Dean of Students entitled "Race, Ethnicity and College Student development: From Practice to Theory" was brought up. This is the 4th lecture in the Center on Race and Social Problems Lecture Series. Chair Ansell viewed the lecture, and brought to committee for consideration that members view the presentation. http://www.youtube.com/watch?v=VczUeXFPTBA ACTION: The Committee agreed this would be valuable, and agreed to view the video in preparation for discussion at the March meeting.</p>
<p>B. Educate ourselves about the issues and good approaches to address the issues</p> <p>1. Invite students in from various groups to understand their experience</p> <p>2. Investigate what is said in the literature</p> <p>a. Student development</p> <p>b.</p> <p>3. Take advantage of our experts here at Pitt</p> <p>a. Rich Milner (fall term)</p> <p>b. Kathy Humphrey (video)</p>	<p>1. Determine which students or student groups to invite and the forum.</p> <p>a. What about Faculty groups (formal or informal) such as disabled faculty?</p> <p>2. Consider development of a library/repository of media and books (bibliography, book club)</p> <p>3. Explore development of a Diversity/Anti-Discriminatory Toolbox. Start with 3-4 core areas as a start. Try to not reinvent what is out there (our University, other schools, industry) Needs to be accessible to all faculty and staff. Who would maintain, Where would it be housed (?Cloud)</p> <p>4. Do we need an expanded membership to bring in more diversity of interests and thought?</p>
<p>C. Think about how you are going to convince faculty of the importance of this issue and it's affect on the learning process</p>	<p>Ongoing, no new items</p>
<p>D. Look at university policies to see what recommendation might we make to enhance/modify those policies</p>	<p>Since the committee title is "Anti-Discriminatory Policy Committee" should we review policies on some sort of ongoing basis to identify potentially anti-discriminatory language or practices, or suggest additions to avoid discrimination or educate the academy?</p>

<p>E. Put more emphasis on teaching</p> <ol style="list-style-type: none"> 1. Bring research money to teaching 2. Make sure that teaching is an important part of the Promotion and Tenure process. [this discussion revealed different experiences with regard to how seriously teaching is considered in this process at the departmental, school and provost's level] 3. Mentor new faculty with regard to teaching 4. Take seriously the peer evaluation of teaching 5. Create a culture that includes conversations about teaching 	<p>Ongoing, no new suggestions</p>
<p>F. Consider the variety of roles that faculty play in the lives of students.</p> <ol style="list-style-type: none"> 1. Mentors who help guide career and navigate the academy; help students understand the role of students/faculty in the classroom. 2. Faculty as learning from students; supporting students 	<p>Ongoing, no new suggestions</p>
<p>G. Educate students</p> <ol style="list-style-type: none"> 1. About the role of students and faculty in the classroom; power relations 2. How to maneuver in situations when faculty are racist, sexist, etc. 	<p>A. View video as in item A. above for discussion at March meeting</p>

IV. The Committee agreed that there is a need for structure, so that work can move forward in a knowledgeable and prioritized manner. To that end, at the next meeting Chair Ansell will provide materials related to the Anti-Discriminatory Policy Committee which provides insight into its purpose and mission. Following that review, the Committee will work to develop a strategic plan for short and long term goals, and activities to accomplish the goals. Will incorporate ideas for processes, procedures and point persons/task forces to accomplish work.

V. Chair Ansell suggested, and the Committee agreed, that there was a need for us to understand the membership of the Committee, which persons or groups the Committee Member was representing, and their own motivation for being a member, and what they would like to see the committee accomplish. The remainder of the meeting time was spent in this dialog.

The next meeting will be held on **March 21 at 10 a.m.** in room 156 Cathedral of Learning.

The meeting was adjourned at 4:00pm

Respectfully submitted,
Marilyn Hravnak RN, PhD
Secretary, Anti-Discriminatory Policy Committee