

# Plan for Pitt 2025

## Discussion Notes

Date: February 19, 2021

Participants: Senate EIADAC Committee

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### Goal 4

- Pitt or school level support for programs that are trying to attract more racially diverse student bodies
  - Not sure how to fix lack of diversity - share lessons learned from those who have been successful
- Do cluster hires for faculty - have one focusing on LatinX hiring
  - Doing it at faculty level can help attract students/student retention
  - Not seeing diverse faculty (and mentors, role models) can deter students from coming to Oitt
- Cluster hires for staff as well
- For students - a lot of the mentors/mentees seen with faculty, but a lot of students find it helpful to have shared background and perspective with advisors and other staff students interact with
- Dietrich school - do a deep-dive into statistical make up faculty - have concrete numbers/data to look at
  - E.g. a lot of appointment stream faculty are women and marginalized groups; tease it out to better target where to improve
  - BE TRANSPARENT about this data across the Univ
- Comms and transparency about the data - and where the problem areas are
- IRVIS (?) fellowship for minority students very helpful, but not enough of it to have a big impact
  - 2 semester fellowship that doesn't come with summer funding
  - Can it be used in the summer term as well? It's inflexible
- More flexibility for financial programs and supports that already exist
- Lack of summer funding is a huge problem/barrier for students
  - If wanted to take a marginalized student wouldn't be able to do it if they didn't have summer funding
  - Pushed to find work around, but often not possible
- Need more ways to fix financial barriers
- Some sectors hard to hire diverse faculty because the student populations in those professions is not diverse
- Grad students - a lot of departments are frustrated because if looking to admit students int'l or from other side of country; not start up funding to make the move and not paid until the end of the month - financial hardship to making that move
- Targeted funding toward study abroad, alternative breaks, external opportunities - help those who don't have resources to do that
  - Would result in a more diverse pool of students
- Interconnectedness of the P4P goals
- Assessing these goals?

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- Flexibility - on when people can get paid; relocating for educational opportunities, very tough for grad students who can't get paid right away; mechanism for advances in salary for relocation (to cover basic needs)
- Diversity internships in the summer - originally wanted to pay them at the end of 4 weeks, but they couldn't wait to get paid for that long; need to work around the standard system to get them money sooner
  - Give departments a certain pool of funds to have a flexible approach to advance students funding
- Advances for travel for students - very hard for them to have to cover and then get reimbursed
  - Prevents those without funding to be able to do these things and take advantage of these opportunities
  - Big burden for graduate students to manage
  - Unfair disadvantage academically due to their economic disadvantages
- Same issues for appointment stream faculty - hard to promote research and professional development without that kind of support
- Communicate all opportunities that exist for funding support
- Grad students - a competition for them to have travel funds; lots of work to get very small amounts of money from multiple places
  - If have a more centralized pool of funding to apply for it would reduce the work burden
  - Streamline the process for funding for travel, conferences, professional development
- Recruitment and retention of diverse faculty and staff
  - AND attention paid to their promotion
  - Demographic factors aren't controlling their rise through the ranks
- Mentoring of students from diverse backgrounds - make sure they aren't overlooked
- ASSESSING
  - Annual evaluation of faculty - often asked how their contributions link to the P4P
- Dietrich school - there was an external review on diversity and inclusion
  - Very worthwhile to pinpoint specific deficiencies, strengths, and unearth issues around D&I
  - Should do for other schools
- Missing from Goal 4
  - A lot of hate incidents on campus - NAME this problem
    - Implicit desire to not have hate incidents
    - Nothing under the strategies that addresses these problems - need to confront this and address it head on in the strategies
    - Current non-discrimination policy - so segmented that unclear what really is happening around campus on hate incidents; need to centralize this

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- THEN can set metrics/targets for improvement because need a clear baseline on what the problem is university-wide
  - MEASURE the issue
- “Pitt Practices” - standard of conduct expected of Pitt folks; was in the works a few years ago, but what happened to it? How we behave toward individuals both internally and externally; had draft policies, but never knew what happened to it; in addition to the regular code of conduct (an offshoot of the G-20 being in Pittsburgh and nothing that documented what students, staff, and faculty are required to do with respect to how they engage externally)
  - Students are asked for a Pitt Pledge
- Re-evaluation of the Student Code of Conduct may be necessary, wrt hate speech
- Students - a lot of cultural competency comes from being in student organizations
  - Collaboration grants that push student groups that are different from each other to work together
  - Not resources and infrastructure there to support this (only 2 business managers to oversee over 600 student groups bylaws, processes, etc)
    - Need more automated processes to support these administrative needs
- Goal 1 and Goal 4 - have the same supporting strategy on enriching the student experience
  - SOMEONE needs to own this; figure out which goal has the home
- Diverse cultures and perspectives - the LANGUAGES at Pitt
  - New Global Distinction badge has NO mention of foreign language proficiency
  - Most diverse groups in languages; underutilized as a resource in D&I
- Students see deficiencies in D&I
  - Counseling on campus
  - Int’l students - a clinician that can speak their language; issues that are tied to their specific background
  - Make sure counseling staff reflects the students they need to serve
    - E.g. counseling staff who have personal experience with sexual orientation challenges
  - If don’t have counselors who can help a student - they may not stay at Pitt, may go into debt because have to take time off
  - Competitive compensation - is a tremendous issue to recruit and retain counselors - can’t do it with what we offer
- Inclusion - a lot of accommodations are on shoulders of faculty; services needed to help; not enough support to faculty to help with these issues
- Student organization resource center is overworked and under staffed - not enough resources to help
- Student support services - by helping support services directly helping students
  - Testing center is very limited in ability to help student needs
  - Writing center as well

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- Hot Metal Bridge fellows - diversity initiative
  - Pitt lacks study space on campus
  - Increased housing insecurity - having a safe place for a student to study and work is essential
- Increasing number of undergrad TA's and part time instructors - not space for them to meet with students
- Some departments have to rent the space they're in; money going to that instead of offering services to students, faculty
- Campus Master Plan
  - Have a direct acknowledgement of how future construction will affect accessibility for everyone
  - Be MINDFUL about who is at the design table (e.g. handicapped, people with disabilities) - need to make sure those affected by decision, facilities, etc. are at the table
  - Major disconnect between lower and upper campus for students with disability issues
- Reach out to established advocacy groups to make sure they are heard and represented in issues that affect them