Office of Diversity and Inclusion: a Partner and Resource

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www.diversity.pitt.edu
Diversity and Inclusion (D&I) and Pitt

“The formation of a diverse academic community—one that is committed to the ideal that every member has the right to belong and contribute to this vibrant place of learning—enables our very mission as an institution of higher education.”

Chancellor Patrick Gallagher, August 2017

D&I is fundamental to the University’s success and a key component of Pitt’s strategic plan.

“We aspire to be a university that embodies diversity and inclusion as core values that enrich learning, scholarship and the communities we serve.”
D&I and You

- How do I help diversify our next applicant pool?
- Could you please use my preferred name and pronouns?
- This feels like discrimination, what should I do?
- The students in my group are circulating memes making fun of my accent
- It has been a really hard time for me, my partner has been abusive
- I am having trouble viewing the assigned video
- Jordan keeps following me after class. Can you make it stop?
- Can I have a new lab partner? She is not a good fit.
- The deadline is on Yom Kippur, what should I do?
- Why are there no authors of color on your syllabus?
- Which restroom am I allowed to use?
- I'm being harassed
- It's so different here. I want to find other Latinx students but how?
- What's happening for Black History Month?
- The students in my group are circulating memes making fun of my accent
- How do I help diversify our next applicant pool?
Cross Campus Partners

Many D&I resources across campus:

- Office of the Provost
- Center for Teaching and Learning
- Cross Cultural and Leadership Development, Student Affairs
- School Diversity Offices
- Disability Resources and Services

The Office of Diversity and Inclusion (“ODI”) can help connect you.
Office of Diversity & Inclusion

ODI is committed to fostering diversity and celebrating differences, educating the community on the benefits of diversity, promoting equity, eliminating discrimination, and advancing equal access to all opportunities at the University.

Two divisions:

- Inclusion and Access
- Civil Rights and Title IX
Inclusion and Access

Education is a core inclusion initiative.

Last year, over 2,750 people engaged in ODI educational sessions on D&I.

The ODI led cohort of 20 certified Anti-Defamation League facilitators educated over 1,300 faculty, students and staff on anti-bias techniques.

Over 3,500 employees, 3,500 graduate students and all new undergraduates educated on sexual misconduct.
Diversity and Inclusion Education

ODI offers a variety of workshops, educational opportunities and sessions focused on specific needs.

Sample Workshops:
• Different Like you!
• Cross-cultural Awareness and Understanding
• Please Respect My Generation
• Is That Really Harassment?
• Understanding Title IX
• Allies Network Training

Learn more about available workshops: www.diversity.pitt.edu/education-training/odi-offered-trainings
Get Involved!

• Attend or request an educational workshop
• Join a Pitt Community!
• Check our website for upcoming programs, such as:
  • Diversity Book Club
  • Monthly Cultural Celebrations
  • Educational Seminars / Forums
Digital Accessibility

The University is committed to providing equitable access to available services and content. Federal laws and regulations also require accessibility.

You are responsible for ensuring accessibility.

- Review information at diversity.pitt.edu/digital-accessibility
- Visit the Center for Teaching and Learning teaching.pitt.edu/accessibility/
- Policy proceeding through shared governance process
Civil Rights and Title IX
What do we do?

An independent office that coordinates the development and implementation of sexual misconduct, nondiscrimination policies, procedures, and guidelines and investigates internal reports of:

- Discrimination
- Bias incidents
- Harassment
- Failure to accommodate

Coordinates “Interim Measures” designed to preserve the educational/employment environment
SPEAK UP.

WE WILL LISTEN.

PITTSBURGH UNIVERSITY

OFFICE OF DIVERSITY & INCLUSION

PITTSBURGH

PITT DOES NOT TOLERATE VIOLATIONS OF ITS HARASSMENT OR DISCRIMINATION POLICIES.
Make a report at: www.diversity.pitt.edu/report-incident
Sexual Misconduct

Consistent with Pitt Policy, Title VII of the Civil Rights Act and Title IX of the Education Amendments of 1972, the University is committed to maintaining an environment free from sex and gender-based discrimination.

Sex or Gender Discrimination Includes:

- Exclusion from participation on the basis of sex, gender, sexual orientation, etc.
- Harassment and/or discrimination based on parenting or pregnancy status
- Sexual Misconduct
  - Sexual Violence
  - Sexual Harassment
  - Relationship Violence
  - Stalking
KEY SEXUAL MISCONDUCT CONCEPTS

Protects entire community, not just students

Covers all sexes, genders, orientations, etc.

At Pitt, everyone is a “Responsible employee” and must report. All students and employees are educated on this policy decision.

All reports go to the Title IX Office and are handled by that office.

Fairness and due process are foundational to process.

All are treated equally, regardless of status.
Welcome to Pitt and please visit diversity.pitt.edu to learn more about resources and programs, including:

- Institutional Equity
- Resources for Individuals with Disabilities
- LGBTQIA+ Resources
- Title IX
- Digital Accessibility
- Locations of Lactation Rooms
QUESTIONS