

Office of Diversity
and Inclusion
Annual Report
2018-2019





Our Mission

The Office of Diversity and Inclusion strives to advance Pitt's efforts to embed diversity as a transformational force in academic excellence and professional growth through education, the celebration of diversity, and the fair and objective response to complaints and concerns.

Every single year, diversity, equity, and inclusion are central to the University's ability to achieve its mission. During this past academic year, this reality was apparent as our community faced a series of events, tragedies, and challenges that deeply impacted us individually and as a whole. As our community struggled to understand, to mourn, to heal, to disrupt, and ultimately to further knowledge, we came together and worked together to effectuate change. This report provides an opportunity to examine the efforts of ODI over this year and leads me to two reflections.

First, we are stronger if we work together. This report highlights the reach of some ODI diversity and inclusion-related educational initiatives over this past year. Many of these initiatives rely not only on the dedicated ODI team, but also on the expertise of key partners and scholars across campus, for which we are grateful. The thousands of community members participating in educational sessions could not have been engaged without these partnerships, and the increasing number of people seeking out these opportunities is a testament to the quality and relevance of the content.

Second, there is so much more work to do. As we strive to increase knowledge and to increase the reporting of harassment and discrimination, the scope of the issues come into sharper focus. The ODI team is committed to working with our university community to effectuate lasting change.

Respectfully,



Pam Connelly

Vice Chancellor for Diversity and Inclusion

Diversity and Multicultural Programs



Our Vision

The Office of Diversity and Inclusion aspires to help create and sustain a university-wide culture that understands that diversity, equity, and inclusion are essential to the University's mission and continued excellence. Through strategic initiatives and partnerships, development and stewardship, innovation, education, and complaint resolution, ODI will shape Pitt's future to one where all community members can fully realize their potential.

Diversity Retreat 2019

The Diversity Retreat is an annual daylong diversity conference open to all University staff and faculty. The 2019 Diversity Retreat, Instituting a Culture of Inclusion, was held on June 25 and featured an array of engaging workshops, roundtable discussions, and poster presentations; a community panel session; and keynote presentations that outlined how we can foster an equitable, just, and inclusive campus community. The Office of Diversity and Inclusion (ODI) had its largest retreat participation to date with more than 350 attendees. Participant surveys reflected a very positive response to the retreat programming, especially to the featured speakers, Crystal Fleming, who is an author, scholar, and leading expert on White supremacy and global racism and Leigh Patel, associate dean of equity and justice at the Pitt School of Education.

ODI engaged
2,750
people in educational
sessions on diversity
and inclusion

The Office of Human Resources is presented with the UPSIDE Award.
Left to right: University Chancellor Patrick Gallagher, Sarah Morgan,
Tom Armstrong, Janet Gerster, Rob Hartman, and Chris Bonneau

**ODI funded 10
mini grants =
\$15,753**
in fiscal year 2019



Diversity and Multicultural Programs

(continued)



ODI Mini Grant Program

The University of Pittsburgh is committed to creating and improving efforts to make our campus a diverse and inclusive community. To support efforts that align with the university's strategic plan, the Office of Diversity and Inclusion solicits proposals for grants for the implementation of diversity and inclusion initiatives and research projects that further the academic mission of the University.

ODI funded 10 mini grants totaling \$15,753 in fiscal year 2019. Funded projects included:

- A three-day campus visit by award-winning author Diana Taylor of New York University
- Research on ultra-Orthodox Jewish cinema by Haya Feig of the Department of Religious Studies
- A Filipino film and cultural event organized by the Filipino Students Association
- An East Coast Asian American Student Union summit
- Staff education at the National Intergroup Dialogue Institute
- Staff workshops on supporting the transgender community
- Programs of the Chinese Affinity Group
- A concert featuring Christian music sung in Chinese held at Bellefield Hall sponsored by the Chinese Bible Study Fellowship at Pitt
- The 22nd Annual Oratory Competition on diversity and inclusion topics in the Department of Communication
- A learning module in the School of Nursing on working with LGBTQIA+ individuals

Career Transition Project Receives 2018 UPSIDE Award

The Career Transition Project within the Office of Human Resources was the recipient of the 2018 University Prize for Strategic, Inclusive, and Diverse Excellence (UPSIDE) Award.

Human Resources was thrilled to accept this award and to congratulate recruiter Tom Armstrong for his exceptional and dedicated effort with this program and the individuals with whom he works every day.

The Career Transition Project, through its Veterans and Individuals with disABILITIES programs, encourages a welcoming and inclusive workplace environment for the entire University of Pittsburgh community. These programs, led by Armstrong, aim to hire veterans and individuals with disabilities as well as to actively provide outreach services to the University community, including assisting with job searches, attending career fairs, and creating referral resources for those who have been hired by the University.

In partnership with the team at 21 and Able at the United Way of Southwestern Pennsylvania, the Pennsylvania Office of Vocational Rehabilitation, and Blind and Vision Rehabilitation Services of Pittsburgh, the Career Transition Project launched at the University of Pittsburgh in 2015. Since then, the Individuals with disABILITIES program has hired 30 individuals and provided outreach to 367. Since July 2017, the Veterans program has hired five veterans and provided outreach to 132.

The Career Transition Project was selected for the UPSIDE Award from 25 nominations. The award acknowledges programs that increase access to and full participation in all aspects of the University by minorities, women, and other classes protected under the law. Considerations for the award included innovative approaches to increasing diversity and inclusion; creative and inspiring plans for future initiatives; and a record of commitment and success in diversity and inclusion efforts and related initiatives within the University of Pittsburgh community.



LGBTQ-friendly University

Awarded a score of **4.5 out of 5 stars**, the University of Pittsburgh was recognized by the nonprofit organization Campus Pride as an LGBTQ-friendly university. Campus Pride's ratings are based on policy inclusion, institutional support and commitment, academic life, student life, housing and residence life, campus safety, counseling and health, and recruitment and retention efforts.

Diversity and Multicultural Programs

(continued)

ODI Cultural Celebrations

ODI facilitated or sponsored a number of activities and programs in recognition of cultural celebrations, including

- Black History Month
- National Hispanic Heritage Month
- LGBT Pride Month
- National Disability Employment Awareness Month
- Women's History Month, and
- Veterans Week.

Diversity and Inclusion Certificate Program

The Diversity and Inclusion Certificate Program (DICP) is designed to reinforce the University's core values of diversity and inclusion through a series of six introductory-level workshops open to all faculty and staff. The workshops address both individual behaviors and University policies that can impact an environment of opportunity and success for all members of the University community. Participants leave these workshops with an increased awareness of the importance of diversity and inclusion in an environment of academic and workplace success.

DICP continues to grow both in participation and visibility on campus. Feedback (both written and anecdotal) reflects gratitude that the University is offering this program, pride in participation and ability to make a difference, respect and value for the facilitators and their knowledge, and an appreciation of gaining knowledge that can be applied to enhance participants' work on behalf of students and employees at the University. Participants, including senior University leaders and faculty and staff at all levels of employment, come from a wide variety of University schools, offices, and departments, including the School of Medicine, Division of Student Affairs, Office of Community and Governmental Relations, Office of University Communications, Office of Facilities Management, University of Pittsburgh Police Department, Office of Human Resources, Department of Athletics, and Computing Services and Systems Development.

The total DICP workshop attendance for fiscal year 2019 was 764, up from 680 in fiscal year 2018. Seventy-four certificates were issued in fiscal year 2019. Eleven workshops were offered in fiscal year 2019 with the addition of a new workshop on Religious Diversity. This workshop was facilitated by Visiting Assistant Professor Margarita Delgado Creamer of the University's Department of Religious Studies.

Pitt Communities

Pitt Communities (formerly known as Affinity Groups) are communities of faculty and staff linked by a common purpose, ideology, or interest. Pitt Communities play a vital role in ensuring an inclusive campus environment where all are valued, included, and empowered to succeed by engaging hundreds of staff and faculty through a variety of events and programs. These Pitt Communities include:

CAG (Chinese Affinity Group)
Equipoise (African American /Black Affinity Group)
Hispanic and Latino Professional Association
Pitt Queer Professionals
Veterans Affinity Group
Women's Affinity Group

“

Great presenters—
meaningful, impactful
information, and
suggestions.

This was the most
powerful of the diversity
and inclusion workshops
I have attended so far.

I absolutely loved
this session and the
bead activity. Thank
you for creating a
safe place that
pushed my thinking.

”

Office of Institutional Equity

Institutional Equity is an integral part of the Office of Diversity and Inclusion. The Institutional Equity team strives to cultivate an inclusive climate by conducting swift and thorough investigations, by engaging in difficult conversations through workshops designed to move us from diversity toward an inclusive environment, and by maintaining compliance with government mandates.

The team made significant advances in our goal to enhance diversity awareness and education throughout the University of Pittsburgh during fiscal year 2019. The following is a summary of our fiscal year 2019 initiatives and services:

Continual Learning

Continual learning is paramount in the field of diversity and inclusion and to the Institutional Equity team's success as facilitator, partner, investigator, and compliance expert. By participating in webinars, workshops, and conferences, we advance our education and skills as well as remain on the cutting edge of diversity and inclusion topics. Most notable this year was our participation in intergroup dialogue education using a model program developed at the University of Michigan. The program blends theory and experiential learning in order to facilitate student learning about group identity, social inequality, and intergroup relations. We look forward to enhancing educational opportunities offered this year by integrating these concepts.

Education Initiatives

The Institutional Equity team provides education and workshops for the entire University community: students, staff, and faculty. We provide education through the Diversity and Inclusion Certificate Program as well as through customized educational sessions. Our customized educational sessions are in demand and have positively influenced the greatest number of Pitt community members. We more than quadrupled the number of community members who participated in customized education this year from 559 in fiscal year 2018 to 2,759 in fiscal year 2019. This growth reflects the success of the initiative as well as the dedication of the Pitt community to diversity, inclusion, and learning.



Office of Institutional Equity

(continued)

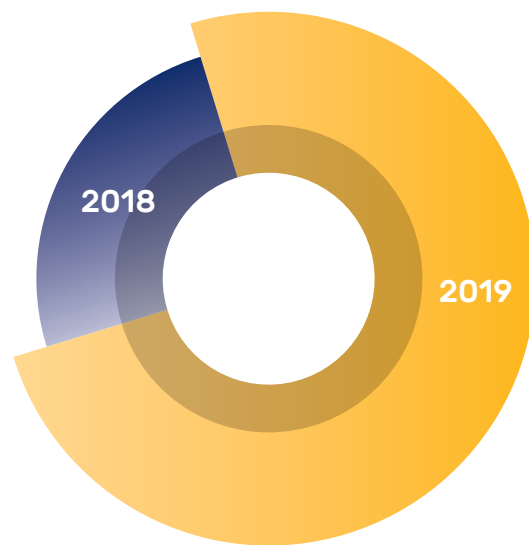
We more than quadrupled the number of community members who participated in customized education this year from **559 in fiscal year 2018** to **2,759 in fiscal year 2019**.

Regulatory/Compliance Activities

Institutional Equity is continually making enhancements to our processes to ensure that we remain in compliance. Institutional Equity published our Notice of Nondiscrimination schedule. The University's Notice of Nondiscrimination is now included in every online edition of Pittwire. There also is a hard copy in every location where the required employer posting resides.

Inclusion and Respectful Workplace Initiatives

We address issues of equity, discrimination, and harassment both proactively and reactively. Proactively, we provide nondiscrimination policy/procedure clarification and process coaching to faculty and administrators as requested. We participate in graduate student and new faculty administrator orientations. Reactively, we direct and coordinate harassment and discrimination complaint management. Institutional Equity conducted 45 civil rights investigations during this fiscal year, an increase from 32 during the previous fiscal year. Greater awareness of the bias reporting process across campus may contribute to the increase in the number of investigations as members of the University community feel empowered to report behaviors that are inconsistent with the University's core values.



Sexual Misconduct and Title IX: Prevention, Education, and Response

Title IX protects all members of the University community: students, staff and faculty from sexual or gender-based misconduct, including discrimination, harassment, and assault.

If you have experienced sexual harassment or misconduct, here's how we can help:

Resources: If you need information on counseling, health, or related services, our staff can provide warm referrals to both on- and off-campus providers.

Interim measures: If you need a change in your housing assignment, a No-Contact Order with another Pitt affiliate, or other accommodations related to your Title IX concern, we can assist with those processes.

Reporting: If you want to file a formal complaint with the University or the Pitt Police, our office can walk you through the options available and provide contacts with appropriate offices.

In addition to these services, the Title IX Office provides education and education on consent, sexual harassment and sexual assault prevention, and reporting responsibilities, along with a variety of specialized educational sessions. Please visit titleix.pitt.edu for more information.

Created within the Office of Diversity and Inclusion in 2015, the Title IX Office now has five full-time staff on the Oakland campus. There are Title IX liaisons on each regional campus, and the office's work falls in these categories.



Educational Initiatives

The Title IX Office works closely with the Office of the Provost, Human Resources, and Student Affairs to develop and implement education on identifying and preventing sexual misconduct. These efforts are a priority for the Title IX Office in our work to change the culture on campus.



In the past year, our staff has

- Conducted over 40 educational sessions for graduate students and faculty during orientation week.
- Provided ongoing education for faculty and staff, over 3,000 people, as part of the four-year education initiative.
- Worked with Student Affairs to develop and deliver the Tipping Point program to first-year students, where 97% of participants reported better understanding issues of sexual misconduct and reporting after attending the educational session.
- Offered in-person employee education and developed short videos on the Responsible Employee role to share with the campus community.

Responsible Employees

Pitt faculty, staff, and graduate students who serve as teaching and research assistants are responsible employees. A "responsible employee" has the duty to report incidents of sexual violence or other sexual misconduct, or who a community member could reasonably believe has this duty.

When a survivor tells a responsible employee about an incident of sexual misconduct, the survivor has the right to expect the University to take prompt and appropriate steps to investigate what happened and to resolve the matter promptly and equitably. The University of Pittsburgh is committed to combating sexual misconduct, therefore all employees have a duty to help members of the Pitt community when confronted with incidents of sexual misconduct or violence by reporting these incidents to the Title IX Office immediately.

ODI educated
3,500+

graduate students,

4,000

undergraduate students, and

3,500

employees on sexual
misconduct prevention

Peer Education Programs

Pitt's peer education programs are student-led organizations dedicated to giving all students a personalized education, which includes engaging in conversations on all topics related to consent and sexuality, as well as meaningful bystander intervention.

SAFE

The Sexual Assault Facilitation and Education (SAFE) Student Group

SAFE peer educators are trained Pitt students who are dedicated to educating their peers around topics such as relationship violence, sexual violence, consent, interpersonal communication and bystander intervention. SAFE peer educators facilitate four highly interactive workshops, including "Talk Dirty to Me," "Bystander Intervention," "Healthy Relationships," and "Healthy Masculinity." The workshops are presented to members of student organizations, the Office of Fraternity and Sorority Life and the Office of Residence Life. The goal of the SAFE Peer Education program is to eradicate sexual misconduct on the Pitt campus and to promote healthy, fulfilling relationships. During the 2018–2019 academic year, 17 peer educators facilitated 50 workshops and educated 80 percent of the University's Greek community on bystander intervention.



PACC

There were 25 PACC Peer Educators trained in 2018–2019.

These peer educators work to empower students to be active bystanders by promoting a campus culture of intervention.

Some examples include:

- Educate students on how to recognize situations in which bystander intervention is appropriate
- Train students how to safely and effectively intervene in situations that could lead to violence or sexual misconduct
- Increase awareness of campus and local resources available to survivors of sexual misconduct
- Educate participants on how to care for members of the Pitt community who have been affected by sexual misconduct

In addition to the peer educator program, all first-year students are required to attend active bystander education, which plays an important role in helping to prevent sexual assaults and harassment.

Increase in Awareness = Increase in Reporting

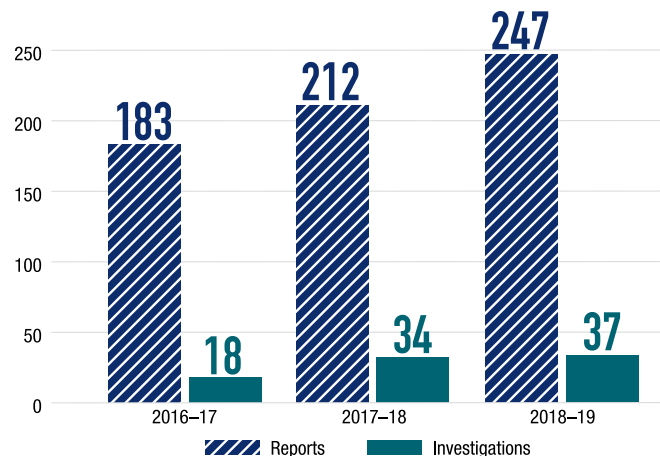
Our efforts to increase understanding and visibility of the Title IX Office and our partner resources have resulted in more people coming forward to address their experiences with sexual misconduct.

In the last three academic years, since the implementation of the University's Sexual Misconduct Policy 06-05-01, we have seen an increase in reports and requests for formal investigations. Although the ultimate goal is to eliminate sexual misconduct, the university views the increase as a good thing as sexual misconduct is historically grossly underreported.

increase in reports over
the last two academic years.

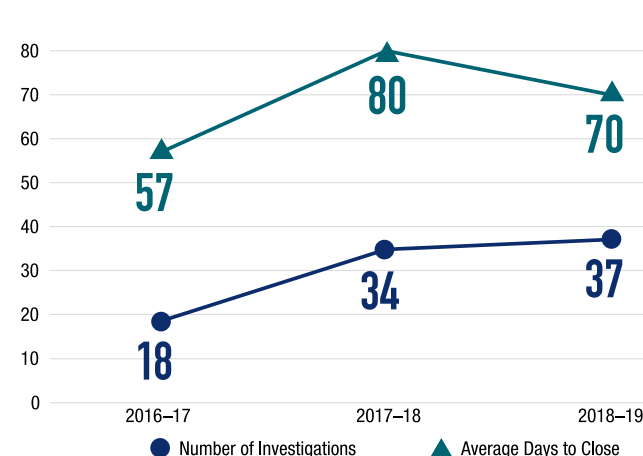
20%

Title IX Reports and Investigations



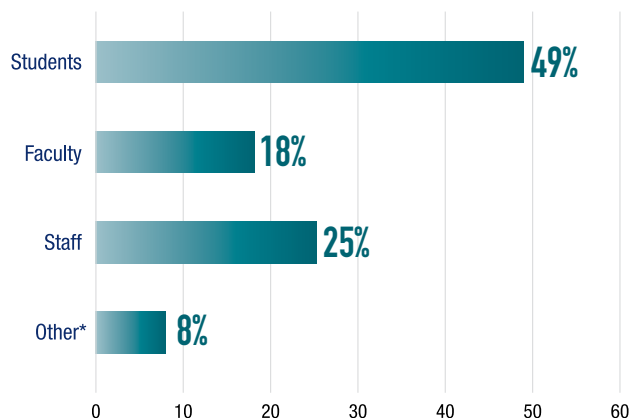
Report: any contact with Title IX to inform us of an allegation of sexual misconduct, or requesting support and information. Often, reports do not convert into investigations because the person affected by the misconduct is seeking interim measures or support services and does not wish to proceed to a formal process.

Number of Investigations and Days to Close



Investigation: a formal investigation into an allegation, using University Process 06-05-01 as the guide.

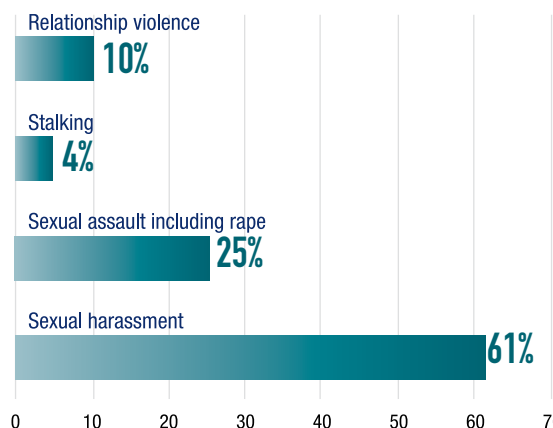
Respondent Affiliation to the University



*Other indicates a non-affiliate or an unnamed respondent.

Respondent: the person alleged to have committed the misconduct (if known.)

2018-19 Reports by Type



Clery Act and Title IX

It's important to draw a distinction between reports to Title IX and reports that are recorded under the Clery Act. Clery Act reports are limited to crimes committed on campus as well as crimes reported on public property areas that are contiguous to campus. Reports to Title IX reflect a range of incidents that occur on and off campus, and while they may rise to the level of a policy violation, are not always criminal in nature.

While federal guidance has changed, the Title IX Office still works to complete investigations in a 60 to 90 day window from the time a formal statement is filed. When there are delays, the reason for the delay is communicated with both parties.

**Digital
Accessibility
Initiative**



**ODI's online hub
with accessibility
information and resources
has been viewed over**

1,000x

EIT Accessibility Policy

Accessibility is everyone's responsibility. To help our community strive for accessibility, the digital accessibility coordinator, along with a team of professionals from across the University of Pittsburgh, is responsible for ensuring equal digital access for all members of our community. This is accomplished by coordinating and reviewing the compliance program related to the Electronic Information Technology (EIT) Accessibility Policy and providing education and support on key accessibility topics.



Education

The digital accessibility coordinator worked to prepare for the pending policy, creating educational opportunities for key stakeholders across the University about core accessibility issues in anticipation of the approval of the EIT Accessibility Policy.

In the past year, we have:

- conducted seven educational sessions, reaching over 200 faculty and staff members;
- launched an online hub with accessibility information and resources, which has been viewed over 1,000 times; and
- implemented the Diversity Includes Disability marketing campaign in partnership with the Division of Student Affairs

The campaign video can be viewed at tinyurl.com/DiversityDisability

Participant surveys from the workshops suggested that the sessions were successful in increasing the knowledge and skills of attendants. Highlights from two of the largest workshops that trained a total of 145 participants included the following:

- 100 percent somewhat or strongly agreed that they were better able to identify major accessibility issues.
- 92 percent somewhat or strongly agreed that they now feel more confident in their ability to fix accessibility issues.
- One participant commented: “I am very interested in learning more about accessibility and how the information will be disseminated across the University as a whole. I absolutely think access for all is vital for Pitt in order for it to be an exemplary university.”



We have to continue to provide opportunities for individuals with disabilities to work here. We have to continue to remove barriers and limitations. It has to be something we all do. We all have to have a hand in making our institution more inclusive and more welcoming for all.



Chaz Kellem, director
Office of PittServes

**Digital
Accessibility
Initiative**
(continued)

Software

The software discussed below was purchased and deployed in order to support faculty and staff in making digital spaces and content more accessible.

Siteimprove

Siteimprove is software that scans an organization’s website (including subdomains) and checks for compliance with accessibility standards (WCAG 2.1), and it is a core part of any compliance plan. It provides both high-level data that can be utilized at an institutional level as well as page- and site-level data that can be used by web developers and content editors. An enterprise license to Siteimprove was procured as a key support in our accessibility compliance plan. There have been 100 distinct log-ins since launch in January. Baseline accessibility data extracted from Siteimprove are highlighted in the next section.

Blackboard Ally

Ally is software that integrates with learning management systems (including CourseWeb) and focuses on making digital course content more accessible. A pilot license was secured for Ally to allow us to test the ability of the software to provide accessible alternative formats on demand as well as to inform and empower our faculty to remediate inaccessible content on their own. This year, we focused on technical configuration of the software and faculty recruitment.

Baseline Accessibility Data

In order to measure the University’s progress in our accessibility efforts, baseline data have been collected for all our websites. The data clearly demonstrate that there is significant room for improvement in making Pitt accessible to all.

**Average Accessibility Score for
University Websites with the Most Traffic
(Tier 1 sites)**

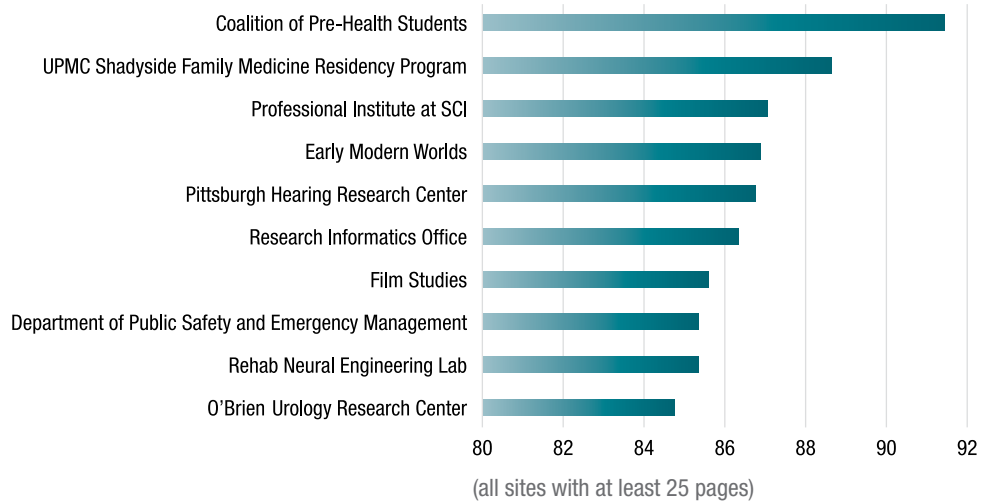
69.33

**Average Accessibility Score
for All Pitt Websites**

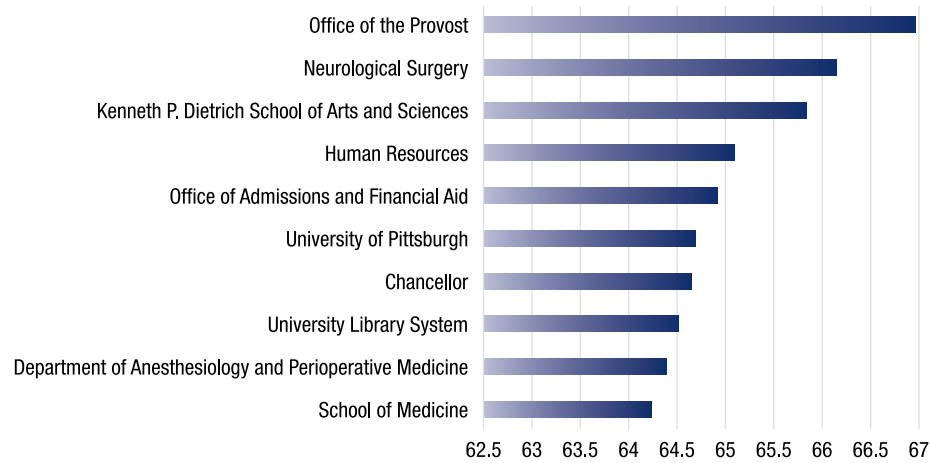
63.06



Pitt's Most Accessible Sites



Most Accessible, High Traffic University Sites





University of
Pittsburgh

Office of Diversity and Inclusion

Webster Hall, Second Floor
4415 Fifth Ave
Pittsburgh, PA 15260

412-648-7860
diversity@pitt.edu