

# Which Department Are We?

---

DISCUSSION GUIDE  
FOR DEPARTMENTS

Developed from the Dietrich School  
Diversity Committee's 2016  
Faculty Climate Questionnaire

**UNIVERSITY OF PITTSBURGH**

The DIETRICH School of  
**Arts & Sciences**

---

# Which department are we?

## How do we see the future?

- My department has an active and respected diversity committee.
  - My department has regular events about diversity in the classroom or in hiring and admissions.
  - Department members fend off diversity initiatives promoted by the dean and provost.
- 

## Who is included?

- Faculty go out of their way to make sure that women/underrepresented faculty are included in social events and listened to in meetings.
- Male faculty sometimes ignore female faculty members' comments, until the same comment is uttered by a male.
- Informal social events (such as going out for happy hour after work) often do not include women/underrepresented faculty.
- While women/underrepresented faculty are usually put on committees, their opinions are not taken seriously.
- Major decisions are made by faculty from majority racial/gender groups.

## How do we treat each other?

- When sexist/racist comments are made in department meetings and events, a faculty member will vocally object to stop the comments.
  - When women/underrepresented faculty object to sexist or racially offensive comments, some faculty say they are being too sensitive.
  - My department treats everyone the same.
  - Men/majority group faculty assume that women/underrepresented faculty have similar opinions, treat them interchangeably, and confuse their names.
  - Colleagues make comments on women's clothing and appearance.
- 

## How do we talk about diversity?

- Diversity issues are discussed openly among the faculty.
- My department tries hard, but it has trouble imagining how to approach the issue or asking faculty what needs to be changed.
- Faculty make jokes or complain about efforts to increase diversity.

## How do we hire?

- My department has a short and long-term plan to diversify the faculty, complete with actions and milestones.
- My department has made an effort to construct job listings that might appeal to underrepresented applicants.
- My department proactively seeks out diverse applicants and gives extra attention to qualified candidates from underrepresented groups.
- Since my department already hired one woman/underrepresented faculty member, diversity is not a problem.
- My department claims that its lack of racial/gender diversity is due to happenstance or "our insistence on excellence."
- Many of my colleagues make *no* efforts to actively recruit minority candidates. Any time it is brought up, they claim that current efforts are sufficient.
- Women job candidates are described during faculty meeting with sexist terms, such as "pushy," "angry," "high maintenance," "flighty," or "not a good listener."

**2015-2016**

**Diversity Committee Members:**

Kathleen Blee, Chair

Jerome Branche

Yu Cheng

Yolanda Covington-Ward

Waverly Duck

Yona Harvey

Lara Putnam

Linda Rinaman

Chandralekha Singh

Jennifer Whiting

**Important Websites**

Handbook for Dietrich School Faculty Mentoring:  
<http://www.as.pitt.edu/fac/policies/mentoring>

Diversity Initiatives:  
<http://www.as.pitt.edu/diversity>

---

*Thanks to all climate questionnaire participants*

**For more information**

Contact Kathleen Blee, [kblee@pitt.edu](mailto:kblee@pitt.edu)  
Associate Dean for Graduate Studies & Research  
Chair, Dietrich School Diversity Committee