

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.
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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.
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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

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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

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