Which Department Are We?

DISCUSSION GUIDE FOR DEPARTMENTS

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

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.”

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.
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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