

Plan for Pitt 2025

Goal 4: Promote Diversity & Inclusion

What should Pitt try to achieve in the next five years to advance this goal?

- Enhance financial aid for URM students
- Educate all students about the changes Pittsburgh as a city has gone through, and how universities and other institutions have radically impacted the communities around us. We are not in a bubble, and students should know that.
- Lower tuition/ more scholarships to allow people with less money to attend. More meaningful local outreach. Pitt doesn't seem to do much for its campus, let alone local neighborhoods and schools
- This question has the same answer as the academic research question. Opening up the university to lower-income students would greatly increase Pitt's diversity.
- Expand outreach to underserved communities and engage in mentorship of prospective students from these communities to help bridge a path to educational success
- Require core classes which teach bipartisan thinking and present ideas from both sides to encourage critical thinking and decision making. More and more students are graduating without the ability to think for themselves and rely solely on the opinions of their professors.
- Have actually diverse people on the D&I team, and that doesn't just mean "white women." Deny speakers who hold bigoted views. "Diversity of thought" is an excuse to allow old-fashioned oppressive views to be espoused in the company of those who bear the brunt of those views.
- Continue to recruit and hire more diverse students, faculty, staff. Take action to increase diversity among senior leadership at the University. Continue to move the needle on creating a safe, inclusive culture and put more resources and time into spreading awareness of what it takes to create an inclusive environment throughout all levels of the university community.
- Pitt appears to pick and choose diversity and inclusion projects that exclude wide swaths of students needing advocacy. One need only look at the Pitt paper to see the problems going unaddressed.
- Increase the proportion of both faculty and students who are members of marginalized demographic groups and ensure that they have the tools and mentoring opportunities to succeed.
- Promote an open environment open to diverse thoughts and people
- Focus on building an environment where everyone's voice can be heard, build network of support groups, sponsor equality events in the city.
- Pitt is very good in diversity, for the most part encouraging more students to participate in things that would allow them to get more diversity is the biggest thing.
- I know this is harsh, but I am downright disgusted with the way Pitt treats their international student population. In order to embody inclusion, you have to act on it. Pitt is really good at boasting its diversity statistics but seems to really struggle on implementing programs and resources to support the very people that contribute to those statistics. International students move in before anyone else, before market is opened, before any programming starts and are forced to do it on their own. Most of their luggage is shipped so students spend their first night alone, sleeping on their blue mattress without a blanket, or a towel to shower. What a way to

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start. From day one, they are isolated and alienated. They watch the domestic students arrive and see how the university opens up to cater to them.

- First you must promote our past as a University to be one of the first in diversity. We never promote that our football team was leader in inclusion and history in the 1950's especially with their visit to the Sugar Bowl.
- More staff and physical space to accommodate and give minority students a safe space to socialize and learn. There is no LGBT Student Resource Center, sexual assault statistics are especially poor for students of color and students with disabilities, and students from low income backgrounds are going hungry and feel disparaged to seek help. We need more staff in applicable departments and areas of our university, and we need an emphasis on the expansion of basic needs to out students.
- The numbers are showing that more women and people from diverse backgrounds are attending Pitt but that does not mean we are treated fairly or equally. Many professors need lessons on how to act in class. There also need more resources for those who feel unsafe on campus because it is far from an inclusive or accepting school for women and LGBTQA+ community.
- Increase faculty diversity and acknowledge the accomplishments of those faculty. Most named lectureships are given by male faculty (e.g. Provost lectures).
- Develop programs that insures cross-talk among people with different backgrounds in local communities that breaks down the ignorance and insures a better educated work force. Requires the ability to communicate, coordinate and synchronize efforts between academia, industry and local government thru strong community organizers.
- Hire faculty from diverse areas around the world with different areas of academic concentration to bring their expertise and world experience to Pitt
- An on campus stadium for football where all can attend
- Stop looking at diversity and inclusion so narrowly. It should not mean merely 'more blacks' or 'more hispanics'. It should mean an open attitude towards the international community that is, and can further be, part of the Pitt community. It may already be the case that Pitt is doing well to reach out to global partners. Why not talk about that, rather than parrot the latest political fashion? When I constantly receive the same newsletter from the Provost that mentions 'diversity and inclusion', it sounds weak and pandering to current social and political fashions, not the voice of a leader. We, as a community, need to change the conversation about what 'diversity and inclusion' means. Universities can play an important role in society and we can help turn our country away from this stale narrative towards something more enriching.
- Treat all humans with respect and equal. Don't put us in categories. We're men and woman and not "tribes" of people set apart by what we look like. Once this is done, we're not one but divided by silly categories.
- Hire more tenure track faculty from minority populations. Cultivate a diverse climate on campus through the student body.
- One of the reasons that I chose Pitt was for diversity. We must never forget however the local students that want to come here. It's why our institution was founded. To provide an opportunity for families to send their children to the local university to advance their lives.

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- You/We cannot force people to be good people, but we can live by example. Holding others accountable where necessary. By nature, we all appreciate acknowledgement, so by rewarding good examples we would encourage others to follow.
- Again, this is on the list of goals for every school in the country which means that everyone is after qualified students. Given a choice between schools, the student will choose either the one that is higher ranked or provides more financial support. Those are the means to achieve this goal. There is no benefit to admitting students who will struggle, unless there is some specific, formal system in place prepare students.
- Increase current student involvement with underrepresented populations in the local area
- Evaluate diversity and inclusion make up at all levels. Take snapshots of communities, scholarships, boards and student groups.
- Improved access to physical recreation for students, faculty, staff, and community. I think a major priority should be to build a State of the Art rec center that can serve as a hub for activity that can be accessed by students, as well as Pitt employees, UPMC employees, and be open to the community. I experienced Ohio State's RPAC for 9 years while I was a student at Ohio State and the impact on the whole university was amazing. Primarily the rec center was accessed by students, but faculty and community and spouses could purchase memberships. Pittsburgh is seriously lacking in access to a large scale facility for exercise. I see this facility including many basketball/indoor volleyball courts, swimming lanes, a running track 1/8 mile long at least, soccer fields, and weight training and cardio equipment. This would be a very expensive project of course but I feel that it would be utilized very well and would serve to improve overall health of the community in ways that nothing else can.
- Continue to promote a diversity in the student/faculty/and staff. Promote active recruitment of diverse populations. Continue to offer training to staff in the areas of diversity and inclusion
- Provide support and resources and open dialogue. Be open to the needs and changing student life. Promote gender equity. Engage in unique cultural, racial, ethnic and religious backgrounds.
- Not sure, but forcing this concept is not good nor does it work. Much like respect, it is earned. People tend to accept those that earn the respect, but Pitt needs to provide the atmosphere where that respect can be earned.
- Do a deep dive into the people that make up the smaller less known high schools. Some kids aren't born in the wealthy areas with the good schools, and though statistically they may not have as great of a chance, there are still some great students with great work ethic in those areas. Do not discount a kid with a New Castle education over a kid with a North Allegheny education. Stack them up in fair and reasonable ways and give the kids with the shaky background a fair shot
- More community events
- Diversity and inclusion is MANY things. Pitt is getting better at acknowledging racial diversity and sex-based diversity, but we still need more work on ability inclusion (physical, cognitive and psychological), gender inclusivity (gender is not binary), ethnic and linguistic diversity, SES diversity, and family structural diversity. We will miss out on potentially excellent students if we do not expand the way we are thinking about inclusion.
- Make students aware of the importance of diversity and inclusion on a continuous basis and require courses in diversity and inclusion

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- Look at all schools/programs and determine how we can recruit a more diverse student population across all programs.
- Provide platforms for community members from diverse backgrounds to tell their stories.
- Crack down on sexual harassment and other Title IX issues NOW. Increase training for all members of Pitt community. Provide resources for those who have been harassed or assaulted. Hire and promote more individuals from minority groups, especially in leadership positions. Create more opportunities for all students to study abroad, especially in the schools of engineering, medicine, nursing, etc. Global perspectives can be invaluable for these students, but many feel they can't fit study abroad into their schedules. Prioritize recruitment and retention of underrepresented student populations.
- Allocate more funding for scholarships or decrease tuition so that people of lower income can attend college
- Only engage with companies/entities that support this goal. Also, all of the other goals need to align with this goal in order to move forward. Openly speak to this goal beyond the borders of the University and have Pitt participate loudly in events/groups that support this goal.
- I believe Pitt is doing a good job at this.
- continue to offer options for gender diverse students (housing/preferred name/etc), campus needs to be a safe space for all URM students: both in online settings and in physical settings: the university needs to maintain a policy that protects students in every instance of intolerance (not just the 'big' ones)
- Obviously I love diversity as much as the next guy. Properly police and punish offenders of hate crimes, sexual assault, and harassment. But also do not spend money doing this, just do what you're doing... better, I guess? Stop sucking at your job and the improvement is free!
- Create a diverse workplace and train staff and faculty in anti-racist pedagogy. Care about issues affecting students and actually engage with them rather than just releasing statements. Have town hall sessions that genuinely collect feedback, reach out to students beyond just the residence life/SGB folks to see what is going on. Address accessibility financially, physically, and beyond.
- It's important that the diverse opinions of the students here are heard, and that they feel represented. We should not shy away from, and should perhaps encourage more representation of marginalized voices in our curriculum and extracurricular activities.
- Be a compassionate place that gives breaks to young people who, thru no fault of their own, are a bit behind. Partner more with JCs and recruit from them.
- Assess which academic programs are in need of more diverse faculty and more rigorously screen their search committee's efforts to recruit and interview a diverse candidate pool. To remove implicit bias at the resume stage, every application submitted should be given a number. the hiring committee should select who to grant interviews with by the strength of the application. just like anonymous grading - we just look at the responses, not who made the submission. so if one team is recruiting diverse applicants, and the other team is just looking at the applicant materials without any identifying markers, we've reduced reliance on bias and selected interviews for potential hires based on a diverse candidate pool
- Lessen reliance on standardized testing, provide substantial help with basic math and reading and writing, try to support students in the transition from high school to college, especially for

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first-generation college students, lower tuition. Put respect for human dignity at the center of all things.

- Pitt should continue to focus on inclusivity with marginalized groups. Preferred pronoun use should be emphasized even more.
- Identify all the groups that suffer from achievement gaps and build programs that will help them achieve equity.
- As a woman in IT, I am used to being the only girl in the room. We should have programs that work with the schools (especially the public schools) to encourage girls to go into STEM
- engage in multidisciplinary collaboration not only with faculty but also staff.
- Foster a paradigm shift in the A-B-C-D-E of Accommodation, Building Bridges, Collaboration, Diversity, and Engagement.
- A more diverse faculty, staff, and student body needs to be implemented to meet these goals. This is possible with revised hiring and admissions practices more sensitive to inclusion.
- Better focus on tolerance, which includes those opinions you don't believe in
- By treating everyone equal with quotas or anything. Learning that the world is how it is and there are ways to counter it -- be the change you want.
- Make diversity and inclusion training more accessible to all faculty, staff and students. Do not make the commitment for training so long.
- We are NOT DIVERSE in any way shape or form here. Need more faculty in all schools and their departments that truly represent our students population. Need more diversity!!!
- Pitt's Diversity is already more than satisfactory.
- I think we do a good job and appreciate the training available
- Improve diversity, but not at the cost of lowering admission standards.
- I guess I answered this. Perhaps by strengthening communities, meaning more intermingling of students, faculty, and staff, we can become more connected as a whole.
- Offer activities and opportunities for diverse communities to participate in. Actively ask for input from diverse groups.
- offer more scholarships to international students
- Staff are probably the least diverse population compared to faculty and students, so if that is the goal group to diversify, it would probably come down to recruitment tactics for new employees - e.g. sending job postings to professional organizations for minority or special interest groups for them to share with their members; human resources hosting outreach events for communities that aren't represented in the staff population; and/or encouraging departments to bring in a percentage of new-to-the-University employees when hiring.
- I feel the University does well to promote diversity and inclusion.
- While I understand the demographics of Pittsburgh, I still feel like there's not many underrepresented students coming to us from the Pittsburgh Public School system despite some of the efforts. I think some of the programs coming from engineering have helped greatly in the STEM realm, but not sure about the other areas of study at the university. I hope the university continues to recruit diverse candidates and that diverse employees stay.

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- Make every student feel at home and feel comfortable professors building stronger relationships with students and others which could be fill a void for many who has never had a family or father mother figure in their life
- I again repeat myself somewhat -- I think we should ask the communities involved, on a regular basis, and make sure the results of this input-gathering are well publicized. In other words, the people at Pitt who learn how to better meet this goal shouldn't just be those who attend a workshop. Information about how to better meet this goal should be readily available to everyone, all the time. One more side note: I think there are some strong efforts at Pitt to promote the participation of females in tech (CS/engineering/etc); I think it's important to make sure that we're also paying attention to other forms of diversity in tech as well.
- Better define the communities the University serves by including an increased and diverse global presence on campus and throughout the world. The University serves and enriches many communities outside of the commonwealth.
- Roundtable with the Pitt custodians? You may think I am kidding, but I think it has promise.
- Actively increase the diversity of faculty through faculty recruitment efforts Open pathways for minority students through elimination of barriers such as requirement for GRE in graduate programs.
- Pitt needs to be open minded, diverse and all inclusive. It needs to attract and retain students as well as employees.
- Working with many diversities in my school, I feel Pitt is sensitive to diversity and inclusion and has come along way. I totally understand embracing diversity and inclusion while still maintaining our reputation of graduating top and qualified students and while employing top and qualified faculty and staff.
- Define what we want to be in clear terms.
- Lower tuition so students of lower socioeconomic status can attend the school and provide real diversity
- Continue to build on diversifying the student, staff, and faculty at Pitt, but also take into account where Pitt is located geographically. How do we make Pittsburgh more welcoming for a wider range of individuals?
- Embrace diversity of thought as well as "traditional" diversity initiatives. Make a concerted effort to resolve issues around equal pay commensurate for work and position - close the gender gap. Walk the talk.
- Make sure that people of diversity are on the committee that make those decisions.
- Identify and evaluate pay gaps among white and BIPOC employees and address them. Set goals to increase diversity hiring by a substantial percent. Vastly improve the way HR reaches out to and publicizes jobs among minority applicants. All job searches I've been aware of have (staff) struggled mightily to even get people of color to apply; we must be doing something wrong if that's the case.
- Still a good goal. But also add "equity."
- Be realistic about the challenges people of color face in the broader Pittsburgh community and think about how to support faculty and staff who will encounter these challenges. Strive for a more diverse student body and provide supports so there are successful.

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- Pitt needs to care more about diverse races/ethnicities other than white and black.
- Add equity to this goal? Institutionally recognize that sustainability, diversity, equity, and inclusion are interwoven. Figure out how to get these conversations out of HR and student groups -- and into teaching, learning, and research.
- Seek to recruit faculty and students representative of a wide diverse background as well carefully monitor funding sources for values consistent with open academic thought and diversity.
- Lower. Tuition.
- Interdenominational services and events
- increase scholarships, contain attendance costs and internationalize the campus
- It appears as if the University is already leading in this area, but there is always room for improvement. Continue to make diversity a core value; recognize that there may be differences and more differences as time continues. Continue to create a comfortable and enriching learning environment for all.
- Our marketing and recruitment of students and staff need to be expanded. The reality is that not everyone can afford to come to Pitt. We need to possibly shift financials around to offer more help to those who are in that middle to lower class and minority to help shift the lack of diversity that we currently are facing. While we do have some diversity it does not always appear to be that way.
- As an example, my husband and I were sitting at a recent Men's basketball game when he turned to me and said, "I don't see any diversity in the cheerleaders". I too had noticed that and felt almost ashamed that I had to agree. We preach diversity but in this one instance, that is seen nationally, we appear to have none. While I know there are requirements to be a part of this team it just seemed to be a bit disheartening.
- As I said, we need to pull our recruitments from all walks of life and all areas, the best we can, and try to find new and creative ways for the experience to be affordable.
- Accept everyone who applies. This is truly inclusive since no standard can exclude people from being part of the university community. Expel students who do not respect those that are different from/disagree with them. For example, Trump supporters have been assaulted on Pitt's campus by other students. These students are against having people around them who think differently from themselves. (The issue here is what is the most important quality for a President to have. One side believes rhetoric/personal character are important (anti-Trump), the other believes national security/the economy are important (pro-Trump). One stance is not better than the other.) Defending people with different viewpoints of the majority is important. Protect speech, but outlaw action. To go to an extreme measure, saying white people are better should be allowed. Physically beating up people who aren't white should lead to expulsion. Saying Trump is racist should be allowed, posting the personal information of someone who is the president of College Republicans and promoting death threats against him should not be (this actually happened at Pitt).
- It is difficult for Pitt to be diverse due to its location in Western PA. But we can see and appreciate the effort!

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- By being more open to recruiting those students with a strong work ethic, and not necessarily the "ivy league" type student. We need to focus more on the melting pot that is Pittsburgh. We have the diverse pool of possibilities, we just need to gear our recruitment toward that pool.
- encourage diversity in leadership
- Make the school less white. Find a way to lower tuition rates so the University is more accessible.
- Partnerships with inner city schools
- Recruit widely, looking at equivalent experiences, not just test score, grades, and certifications.
- Establish a directorate with the charter of working with each department, using the proven methods to develop a viable plan to make headway in what is a challenge for Pittsburgh.
- The university is a model for promoting diversity and inclusion.
- Drive the conversation around D&I issues by actually using Pitt's wealth of expertise (faculty) to solve problems
- I believe this is important not only on main campus but also on the satellite campuses. There are many courses that are only offered on the main campus, that maybe of interest to the greater UPitt community to attend. It would be a good idea to expand the online courses offered through UPitt to give enrich the learning of students off the main campus. UPitt does a really amazing job with the structure to promote diversity and inclusion, however a lot of the satellite campuses lack what is offered on main campus.
- This one is pretty simple: Pitt needs to increase diversity among faculty, staff and students.
- Here's what you do: pay your employees more money and help them with student loans. Then go into non-white communities and promote how you help students and staff and faculty with student loans, while paying them what they deserve. More diverse students will RESPECT that kind of thoughtfulness and decide to come here. Crazy concept, right? Also, have more programs in place for diverse students. That first year here could be a real culture shock for students from diverse backgrounds. I'm sure they need counseling or peer mentorship.
- We should strive to have programs (OCC or otherwise) run by those who are part of the culture being presented. For example, an Indian heritage program run by those of Indian descent, etc. It is also really important to bring to light local indigenous communities (primarily the Shawnee tribe in this area, I believe), so that students understand the history of the place where they are studying and why it is important.
- Create a centralized/corporate staff mentoring program that invests in developing existing talent and building mid-level managers into successful directors and leaders.
- Undertaking curriculum initiatives that recognize the value of discourse on diversity issues
- I think Pitt is 'all about' engaging and welcoming the diverse populations...almost to the exclusion of those that are not diverse. Don't forget everyone else while trying to reach diverse groups.
- Pitt should work towards collaboration between students themselves, and the community.
- Allow trans students to have their chosen names on their diploma. After years of hard work in and outside of the classroom, its disheartening that the university you learned so much at and that claims to be at the forefront of progression doesn't fully reflect that notion.
- Have set targets to achieve diversity and inclusion

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- Require faculty especially chairs, vice chairs, and program directors to take a diversity, inclusion, and sensitivity course. Also, when a staff member tells appropriate people that there are racist comments coming from a group of faculty, there should be immediate action taken to deal with the situation.
- Actively approach staff for feedback on how diversity in the office is handled.
- Remove names, gender on applications and replace with a random number identifier. Employ and promote based on achievements.
- Continue the commitment to creating a more diverse campus. Pitt should become more diverse in all aspects.
- Take input from all parties, and again, weighing all factors to try to advance all parties, but being careful not to do everything and being successful at none.
- Pitt needs to be more accommodating to those who have conservative beliefs as well. I have found that the negative connotations on my republic's views are criticized constantly. I don't push my views on anyone so I would hope it would be mutually responded but I find that the liberal agenda is constantly pushed on me at a Pitt. It's my least favorite part of the work environment.
- Continue to do what is done on a daily basis.
- I think the Chancellor has set an excellent precedent for this already. His responses to nationwide issues have been swift, articulate, and demonstrate a high level of inclusivity. I think finding opportunities to engage the non-traditional student will also enhance the diversity at the University and prepare the faculty for a different style of inclusivity.
- Tuition rates at Pitt currently exclude many students (both in-state and out-of-state) from seeking an education here. Our school does not have tuition scholarships available for minorities or those from an economically deprived background and as such we see a lack of diversity in terms of representation at departmental and school level, but also within the working body of professionals that go out into the world. Increased tuition support would ease the burden for a lot of students who are seeking professional degrees, but due to the course load are unable to work much or at all to support these studies. For example, students graduating in allied health professions such as PT, OT, and Audiology have very high tuition rates (especially considering that this is a state sponsored school) both in-state and out-of-state and fairly low earning potential, such that defaulting on loans in the future is not uncommon if they do not come from a wealthy family or work throughout their studies. By reducing loan burden at the beginning of this process student's will have less pressure to work outside of studies, improving their welfare and approach to learning inside and out of the classroom. I feel that the tuition rates, coupled with lack of scholarships, actively prevents talented candidates from entering our programs and inhibits our ability to increase diversity and participation in these areas.
- Focus on diversity and inclusion at the top levels of leadership.
- Great, but it would be good to have plans in place that can be "confirmed" as part of the process for developing diversity and inclusion. For example, can we develop an initiative for a way that graduate faculty can mentor or assist HS/undergrad minority students through the channels that would assist them with successful entry into one of Pitt's undergrad programs or into one of Pitt's graduate-level programs? Are we putting in the work to help develop minority/at risk students to be able to come to Pitt or matriculate into a graduate program? If we want to

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improve our diversity, what are the steps we are taking to help develop that pool of future Pitt students?

- I think Pitt has improved its diversity hiring, especially executive level, however, I think we are ready to start looking beyond the standard definitions of diversity and move into inclusion. While I see an increase in staff and student diversity, we're not building our inclusivity at the same rate. Just because someone is on campus, does not mean they feel they are part of campus.
- Promote diversity and inclusion of ideas. Promoting people based on the color of their skin is racist. Stop tokenism as well. Universities should not be treating students differently based on their race or any other superficial metric. Merit and character should be the only things that matter.
- Inclusion must begin from the first day a student steps foot on campus. Programs that appeal to first year students are likely to make the greatest impression. Foster community around incoming classes and engage the current student body on what is most effective. Diversity will be the natural byproduct of inclusion.
- I feel that Pitt currently does well in this area.
- I believe we are doing a fair job at this now and need just to continue along the path.
- We should invest more resources in tutoring and support of students coming to us with inadequate preparation. Courses shouldn't be made easier but we should devote more effort to ensuring that students who want to learn are provided the extra time and resources needed to help them succeed. I always liked the old California model where Berkeley flunked out ~half their undergraduates by junior year and guaranteed places at UC for top performing junior college students. I refuse to believe that you cannot promote quality and diversity at the same time.
- It should encourage synergy between loci of high diversity and inclusion (e.g., departments or centers with a focus on racial or ethnic issues, diversity offices) across units.
- Diversify your faculty. Research shows that representation in the classroom matters and it will enhance the learning experience of students.
- Continuous and required staff/faculty training related to diversity and inclusion.
- More attention to recruitment
- Music and food bring people together. I think they should be used as a tools to build relationships and community. Maybe a multicultural winter festival of some kind?
- More ramifications for faculty, staff, or students who intimidate others based on differences. For example, I know faculty have left out Trump 2020 propaganda on transgender coworkers' desks. This is unacceptable, given this administration's general hatred toward transgender and queer individuals, and because political propaganda should not be distributed in such ways.
- intellectual growth, unconscious bias, required training
- Place more minority and female individuals in positions of high leadership.
- A focus on D&I has a positive impact on the University and community. Students who learn in diverse environments are set up for educational excellence, by having

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- Ensure all students are aware of Pitt's diversity and inclusion programs and live out the values and beliefs which are embodied in them during their tenure at Pitt and throughout their lives globally.
- It should continue its current mission. This is a newer area and I believe Pitt is doing what it can and should be doing in this area.
- When the chairmen promote faculty in their image we fail miserably in promoting diversity and inclusion. While we may recruit diverse students if the academic ranks fail to reflect that diversity it is merely lip service to these goals. Faculty searches at all levels need to seek and promote the unlikely candidates. These faculty then need to be actively promoted in our institution.
- Diversity is fluid and changes as others interact with those most different from ourselves. Wanting and embracing diversity are two different objectives. Leadership needs to reflect this wide swath of diversity and be transparent in its objectives. Students from diverse backgrounds and communities should be visible and have substantive opportunities to represent the University. Students need diversity in mentorship, the helping, safe hand that shows a different way, approach, voice to learning, leading and succeeding. Staff management needs the same for their own staff development. What leadership program/educational opportunities does Pitt have for real enrichment to help those who lead others?
- Again, focus on the local environment. Excellent students in Pittsburgh are not coming/being recruited by Pitt. They are going to other schools.
- This is challenging and I don't have specific recommendations other than continued training and awareness, but think we really need to focus on diversifying the student body first, above faculty and staff.
- Diversity and inclusion has to cross all groups of university stakeholders and not just the student body.
- As a mother to a black son, I look forward to seeing how PITT promotes this goal in the next five years and beyond. I feel that we do a good job promoting it now but, as with most things, it can be better.
- Continue to be responsive to the needs and concerns of diverse student groups. Focus on affordability to ensure equal opportunities for all.
- This is also a very important goal for me as well. Pitt NEEDS diversity. We need more talk about diversity in classes, we need this to be a REQUIREMENT for all Pitt students to take as a class and a REQUIREMENT for all faculty and staff to learn about this. Programs to teach individuals about diverse cultures and a way to showcase this.
- This is an important goal. There are universities which have been far more successful than Pitt in developing both diversity and inclusion. Understanding how they have achieved the successes and proposing ways of applying methods that have worked to our university may result in significant advancement.
- Continue to hire new leaders--people of color, people with deep scholarly interests in disrupting the status quo in order to better serve diverse communities.
- In the school of education, we have put equity and justice at the center of everything we do. It is our screen through which we assess what to do with our resources, and it is also the grounding for our purpose of social agents in society. Equity and justice allows for more precise, and more

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transformative initiatives than does diversity and inclusion. Put another way, it is possible to include more marginalized students, but if the culture of the institution doesn't change, those students will experience harm.

- Diversify faculty
- Address the racism and white supremacy that is deeply rooted in American institution, individual behaviors and community understanding.
- Again, Diversity Major would be an amazing addition.
- Pitt can continue offering programs that help each individual feel as if they have somewhere to fit in. No student should have to be excluded in any activity or extracurricular activity for any reason.
- Increase the number of agreements between UPB and universities from other countries. Recruit, both, students and faculty/researchers from other countries.
- The faculty and students population are more diverse and inclusive.
- Don't always view diversity as a color or culture, look at economics to provide scholarships/aid to students in need, make tuition affordable, continue the "Year Of" grants for specific programs each year.
- Don't try to "out-virtue signal" relative to other institutes. The world is slowly changing for the better (though, looking at the news one wonders), but the diversity movement has become a rush to perhaps extremes at times. The debate is one-sided, and there is no room for diverse opinion on diversity.
- Scholarship opportunities for minorities including impoverished youth (necessarily only minority students). Leadership opportunities for minorities and women.
- Focus some recruitment on minorities, disabled, promising poor kids and non-trads. Have networks in place to help them make that one connection they need -- like a TRiO program and disability services.
- Hiring more individuals with diverse backgrounds. This should include people in faculty, leadership, and trustee positions.
- Diversity, equity, and inclusion is critical. We need to look at salary equity in terms of sex/gender and race/ethnicity. We need to provide students with more DEI content in all of their classes.
- Help University community members understand the goals of equity and justice beyond diversity and inclusion
- Again, please see previous answer about partnering with Pittsburgh Public Schools to close opportunity gaps in our city.
- Have various cultural events, and educational programs on campus to educate people of the different cultures and beliefs
- Of course, this is a laudable goal, but what and how to do are major questions. I will point out that this is a goal for every university in the country. I am not sure anyone has a good answers for this- for education, which is what we do, it is a huge problem that extends back to k-12 and includes socioeconomic factors. The usual university plan is to do some small project and claim victory.
- Student body is not diverse - the university could do more to improve the diversity of its student body and offer more ways to improve diversity when hiring staff

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- We have to the people to help move forward the idea that all people should be treated well. This is the friendliest place I have ever worked. Most of the employees I work with in UCIS take time to understand and learn about cultures, orientations, disabilities, etc. I also think the FSDP is a great added bonus for employees and aim to finish my certifications in 2020.
- This one is tough. Possibly work with the local school districts to foster more interest in higher education and offer tutoring and other services to help them meet the requirements to attend college. Apply for additional grants from government agencies that would allow Pitt to offer More grants (not loans) to low income and minority students to reduce the burden of loans on the students.
- Continue to promote diversity through trainings for faculty and staff and also faculty and staff should be stressing this in interactions with students.
- Prosecute hate crimes on campus property to the fullest extent allowable under law
- more diversity in hiring permanent Pitt employees
- Have diversity and inclusion workshops for staff and students to increase education, awareness, and execution of this.
- In addition to increasing University engagement with diverse groups of K-12 students to enhance the diversity of the future student body, the University should intensify its outreach to underrepresented communities when seeking to fill faculty and staff positions. The University should also seek to prevent members of such communities from being disproportionately confined to the contingent academic labor force.
- I feel we try to do this, but do not forget the other cultures and religions that are here on campus and in the area. Diversity and inclusion means all cultures, all religions, including Christianity. I feel sometimes that this religion is forgotten in the political context of inclusion and diversity. We celebrate Hanukkah so we should also celebrate Christmas, as one example.
- Balance the need to extend opportunities to community members without compromising the level of the bar.
- Return stadium to campus. It would be a meeting place for diverse students to interact in a way they cannot with a stadium so far away -- nobody wants to go there. And so they don't and they watch football games in isolation, which reinforces their bubble.
- To reach out to students of color to make sure they don't feel disenfranchised; to hire more faculty of color.
- Broadcast successes like Society of Women Engineers - keep up women enrollment. Let's face it - Pitt is pretty white. Leverage some analytics and figure out what makes a minority students successful. Is it grit? Growth mindset? Support network? Continue the Bridge program. Do focus groups on drop-outs. What caused it? Ask the tough questions. Continue to support LGBTQ rights. My daughter has many friends with alternative lifestyles. She struck several schools off her list for not being friendly to these groups.
- Look critically at the communities that you actually serve: they're the "communities" of industry and high-finance
- Open the boardroom to diversity and inclusion first, then all else will fall into place as it naturally should.

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- Improve availability of counseling and psychiatric services, let graduate students unionize, have grievance system for Pitt Police where arbiters are not affiliated with police
- I think we should focus on student, faculty, and staff recruiting, broadening our reach, analyzing our criteria for acceptance, and bringing in candidates we might have otherwise overlooked, and then focus on making and holding space for new people and ideas, and different ways of being and interacting, and try to uplift and support the voices and members of our community that exist on the margins.
- More transparency in accepting students with disabilities and hiring people with disabilities in all types of work.
- I have been very disturbed by the lack of awareness and engagement Pitt has in its place as an institution that is colonizing Native American land. Pitt has no land acknowledgment statement - something colleges and universities in the western United States embraced long ago -- and this needs to change. Further, in my efforts to inquire about a land acknowledgment statement, I was brushed off as if this is not an issue Pitt needs to think about. That is wrong.
- Make workshops about diversity and inclusion widely available to staff, faculty and students; encourage more women, minorities and LGBTQ+ individuals to enter research, faculty, staff and leadership positions at the University - the University can only stand for diversity and inclusion if it ensures that, at all levels of governance, leadership itself is diverse and inclusive.
- See my previous answers. I see this as intertwined with closer community relations.
- BE BOLD! Be creative. Do not be afraid of conflict. Do not just buy-in to on-line workshops and retraining. Commit to novel, data-driven efforts aimed at awareness building and reconciliation. Address the very real racism present inside and outside the blue-borders of Pittsburgh.
- Global literacy requires us all to embrace and celebrate diversity of views and cultures. All of us have heritage that originates from other lands. Celebrating our genetic roots could be part of this conversation if the University offered DNA ancestry testing. It could unlock some misconceptions and spark additional conversation about who I am and who you are. More travel to other lands with diverse groups of students and faculty can support the global truth of our identity and connection with others.
- That is a tricky one. But I think that Pittsburgh public schools are a perfect setting to recruit more diverse student populations, but little is done to outreach there. Again, there is basically no incentive for faculty and students to do that and that should be provided in my point of view, especially with research and teaching being the very top priorities.
- Recruiting a more diverse class, hiring a more diverse faculty and administration, and educating the current student body on the importance of social justice and equity.
- This question is ridiculously easy. Given the lack of the university to act on several reports throughout my time at Pitt, I have one recommendation: take reports of racism, sexism, transphobia, and domestic/sexual violence seriously. Remove staff and faculty that are openly racist and not supportive of the LGBTQIA+ community. Dissolve campus organizations that are a threat to a safe community.
- Recruit a greater diversity of staff to support the incoming bodies of students and faculty. As a staff member of color, I find that there are often insensitive microaggressions that are committed. It is never without mean intentions, but it is borne out of ignorance.

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- Again, this tends to lie on only a few departments/schools. It is essential that each school focus on hiring and recruiting a diverse faculty, and recruiting in places that reaches everyone. Similarly, those in charge of staff hires need to be focused on hiring from a more diverse pool. Pitt needs to be more representative of diversity in its staff.
- Create a more diverse faculty. Make contributions to diversity and inclusion part of P&T criteria.
- Publicize that we are a diverse community -- this would attract more faculty and students from underrepresented groups to come here, thereby increasing our diversity. Everyday, I'm fortunate to work with people/students from many different backgrounds -- it's actually part of what I most enjoy about working at Pitt. I just don't know that everyone knows how diverse and inclusive Pitt actually is.
- We are doing our best. Keep this trend.
- Continue the growth of global programs and initiatives--especially those that provide academic support for international students at Pitt
- Global perspective with training opportunities, etc.
- Invest resources to recruit from historically black colleges (including those out of state) for the graduate programs.
- Grow upon the opportunities and clubs currently offered at Pitt.
- Continue to be welcoming of all cultures, backgrounds, orientations, etc. Help Pitt to become more affordable for those who struggle
- Change the liberal arts curriculum so that diversity and inclusion is added as a category which needs 2 or more courses, similar to the global category. Global can be double-counted with other GE areas, and if diversity and inclusion can also be double-counted with other GE areas that would be ideal, in enabling students to graduate in a timely fashion. Programs should be asked to reassess their curriculum, to further integrate diversity and inclusion. All of our students will be working in a world where their clients, students, colleagues, etc. reflect all types of diversity, and we need to prepare them appropriately to engage and help promote diversity/inclusion in the workplace and in society. Also, we need to prepare students who are members of groups who have been historically underrepresented in certain fields to navigate hurdles that they may encounter, that have been barriers for entry or promotion in those fields.
- Match peer institutions -- or even match universities in the next tier up who already do this, leading peers -- by formulating a policy that allows for appropriate dependent care reimbursement. This can make a significant impact on recruitment of faculty and research staff, as well as the impression of Pitt given by conferences hosted here. Of course, departments should continue making progress in diversity and inclusion in all that they do.
- I believe diversity, inclusion, belonging, equity and justice should be the foundation of our work for the next five years. Encouraging community connection and courageous conversations is foundational to this goal.
- Continue improving sexual misconduct awareness and prevention through trainings and visibility; make diversity of faculty, students, and staff a priority rather than optional
- Building in accessibility with new programs, services, digital platforms.
- Pittsburgh Public Schools!!!
- More genderless bathrooms.

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- Support the religious groups on campus and bring them together for interfaith dialogue
- I already mentioned tuition support . . . I'd also like to see Pitt embrace principles of Universal Design for Learning from the start. UDL shouldn't be an afterthought but built in from the beginning. This includes online learning options, the web site, everything.
- Continue providing opportunities to students to meet and collaborate with external groups and broaden the range of their scope of learning about others.
- I recently attended an ASCE Conference where we discussed how the best teams are those with diverse and inclusive groups. I think there should be a combination of show and tell in regards to diversity. The campus should embody diversity and classes should frequently promote diversity/inclusion in a way that shows how it is beneficial to the individual. One part of this that I think Pitt does well is having credit requirements outside of your field. This inspires new ideas and ways of thinking.
- PMADD is the biggest opportunity to advance this goal, because currently it lacks fun. Take PSU's THON for example, it's heavily engrained in the campus culture (like pmadd is), and students feel obligated to participate because it's a great measurable cause, but also it is fun because of the entire campus inclusion. While pitt has Pitt Dance Marathon, it's not about copying PSU's events because we don't have PDM engrained in our campus culture like PSU. We do have PMADD however, which has high freshman turnout rates and is relatively well known through shirts and actually going to local communities. But we don't have retention to PMADD, I don't have the data but I can guess participation teeters off from freshman to senior year. PSU's Minithon most likely has a higher upperclassmen participation because it has the fun aspect to it that makes students want to come back. These events are the best when it's a good cause, but also a fun one. I'm not sure how you could implement that element of fun into PMADD, but I'm sure someone in Pitts staff is smarter and more creative than me to solve it. In summary, PMADD is a great strategic opportunity to promote this specific goal.
- Understand and treat all demographic segments equally, perhaps even removing the classification system that wants to separate and divide in the first place. Treat people as people. When we are one, we are all equal.
- Pitt should offer more informational classes that would help educate staff and students on the different races, religions, customs, sexual orientation, disabilities and special needs of the Pitt population. It would help promote understanding and inclusion.
- I can't stress this enough - provide opportunities for non-traditional learners! They are the future of education, and we need to adapt to that.
- Ensure the engagement of the diverse body of alumni and extending itself to enlarge the connections and communities that it touches - in research and in practice
- Diversity is greatness and greatness is diversity. You're only going to get it with resources. One solution is to look at smaller departments as places of high impact: 2-3 hires could change the whole culture. We can't holistically compete with say, Cal Berkeley, but we can have some crown jewels.
- Education is key. Educate on diversity and inclusion