

**Draft Minutes 1 March 2019**  
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**THE UNIVERSITY OF MICHIGAN**  
**Committee for an Inclusive University**  
**March 1, 2019 3:00 – 4:30 PM**  
**Fleming 5075**

Present: S. Ahbel-Rappe, B. Alterman, J. Beatty, F. Gao, T. Munson, T. Pinder-Grover, H. Tonomura

3:00 Guest: Tiffany Marra, Director, CEW+

Dr. Marra gave the history of the CEW (established in 1963), describing its mission and advocacy for women and non-traditional students (NTs). The recent renaming of CEW to CEW+ was done after an external review, to emphasize that the center serves a range of non-traditional students.

Dr. Marra gave a presentation of recent data the center has collected on non-traditional students on the Ann Arbor campus. The premise is that ‘non-traditional’ on this campus is defined in unique ways, based on the kinds of students who typically enroll here. The implicit assumption is that all admitted students have an equal chance of success here, but this assumption does not take into account the challenges faced by some identity groups.

They reviewed six years of enrollment data and did focus groups with 79 students.

Slides were presented illustrating the prevalence of various identities on campus, and they used multiple identity markers to assess intersectionality. They note that the average time to graduation for Ann Arbor students is 3.5 years (due to AP credits). They found that students entering as freshman at age 21 or older have different experiences which categorize them as non-traditional. Other markers such as having children and living outside of Ann Arbor (being commuter students) were noted. CEW+ is willing to provide the slides from the presentation to illustrate the kinds of findings they have, but the specific identity categories will be masked.

The study found that NT students report that they have to be vigilant about their safety; they feel the psychological burden of being ‘othered’; and they feel tokenized.

The findings of the study underscore that it is important to consider how we speak of and frame NT students. The ‘opportunity spaces’ for improving the experience of NTs are revisiting our financial aid assumptions, conducting additional data collection and reporting, and providing space for stories of NT students to be heard. They are developing an online module for empathy of different student experiences, to promote new norms. It will launch Summer 2019, and will be part of MI LINC.

4:15 – 4:30 Committee discussion of request from ODEI to partner in planning the Year 3 DEI Town Hall meeting in the Winter 2019 semester (attachment)

A subcommittee was formed with Ahbel-Rappe, Alterman, Beatty, Munson, Pereira da Costa, Tonomura. The subcommittee will discuss and plan the town hall in the coming weeks.

4:35 Adjourn

ATTACHMENT: Presentation slides from Tiffany Marra

Respectfully submitted,  
Joy E. Beatty

Attachment: Request from Katrina Wade-Golden, ODEI



Joy Beatty <jebeatty@umich.edu>

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## Year 3 DEI TOWN HALL MEETING WITH FACULTY

3 messages

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**Katrina Wade-Golden** <wlms@umich.edu>

Tue, Feb 26, 2019 at 4:07 PM

To: Joy Beatty <jebeatty@umich.edu>

Cc: Tyne Lucas <tyne@umich.edu>

Dear Joy,

Thank you for the opportunity to attend the Committee for an Inclusive University (CIU) meeting in November to provide an update on the campuswide DEI Strategic Plan. As we shared, central administration reports annually on the collective progress toward our strategic goals; Chief Diversity Officer Robert Sellers provides an overview at the DEI Summit's Community Assembly that occurs at the beginning of October and more details are presented in the published reports available at [diversity.umich.edu](http://diversity.umich.edu).

Given that we are in Year 3, the midway point of this five-year initiative, we would like to engage the campus community in dialogue around our progress, lessons learned, and future possibilities. **At the request of Chief Diversity Officer Robert Sellers, we would like to partner with CIU to conduct a DEI Town Hall meeting with faculty before the end of the Winter 2019 term.** We welcome faculty who are new to the DEI Strategic Plan as well as those who are already involved in implementing action items.

ODEI will provide communications/marketing support and refreshments (or light meals, depending on time) for this event.

If CIU is open to this request, I would like to schedule a meeting to discuss soon.

Thank you,

Katrina

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