

**Committee for an Inclusive University (CIU)**

Minutes of Meeting 09-24-2019

Circulated: 10-14-2019

Approved: 10-28-19

Present: H. Tonomura, M.C. Pereira da Costa, A. Peisley, B. Alterman, F. Gao, Y. Henry, A. Sen, M. Epstein, S. Nyati

Absent: J. Bapuraj, D. Kalil, J.R. Mars, K. Marti, T. Munson, M. Sitar

1:00 PM: Call to Order, Approval of Agenda and Minutes.

- The agenda was approved. The minutes for the 04-03-2019 CIU meeting were approved.

1:10 PM: Use of Robert's rules in CIU meetings.

- Ben moved to suspend Robert's rules, Marcy seconded it, and the motion was approved by unanimity.

1:21 PM: Discussion of the CIU main charge posted on the Senate Assembly website.

- Tomi explained CIU's general charge and mentioned CIU's limited power of intervention. At the beginning of the semester, Tomi and Carmo asked the Senate Assembly to wait with posting the specific charges on the website until we fielded them with CIU members. But they were posted nevertheless before the discussion took place. Tomi mentioned that we can still change the specific charges.
- Shyam asked for an example of a great idea that CIU had in the past that couldn't get done.
- Tomi briefly described what CIU did in the last two years, including expansion of our understanding of other DEI measures at UofM by inviting guest speakers from other groups/organizations working on DEI-related issues at UoM.
- Marcy talked about her experience on serving on other committees. Marcy proposed building a knowledge community, and working to develop a mechanism to bring CIU's ideas to the higher level.
- Ben proposed implementation of a program to develop better inclusion of graduate students and staff in their work environment.
- Members discussed how to collect information and disseminate that information across the entire campus.
- Tomi emphasized the limited resources that CIU has and emphasized that CIU could be most effective by serving in an advisory capacity to SACUA, ODEI, or the President's office.

- Tomi commented on the issue of overburdening of women and minorities, although that could originate from a good will to be more inclusive and give more leadership capacity to them.
- Alys mentioned that maybe we should all talk about what moved us to become members of CIU.
- Shyam agreed with Alys and suggested that we should direct our efforts to something that is meaningful to us.
- Amanda mentioned that there are different types of issues pertaining to different cultures and asked if there are studies and data on this question.
- Alys mentioned that we need to formulate good questions.
- Ben suggested to open the table for discussion of what each of us want to work on.
- Ben proposed that regular conversations between students, staff and faculty would be very helpful to increase equity and inclusion
- Tomi asked Ben to write up his idea.
- Shyam suggested that each member should come up with 2 to 3 ideas.
- Yazier reinforced the idea that the purpose of the committee should be clarified.
- Ben suggested that CIU meetings should be available through Blue Jeans so that members that cannot attend the meeting in person could still attend the meeting.
- All members agreed to have as assignment for the next meeting to come up with specific charges for CIU.

2:00 PM: Our guest Dr. Mary Rose from the ODEI arrived to discuss the event “Community Conversation II”

- Mary talked about the format of the Community Conversation I, and distributed handouts with notes about main DEI ideas of the attendees of that event.
- The notes from the previous Community conversations with students, staff and faculty will be available at the community engagement website.
- Community Conversation II, to be held October 16<sup>th</sup> 2019 (1:00-2:30 PM), would involve an ODEI progress update by Rob Sellers for 40min, followed by QA and then by round table discussions for 30 min. Twenty two table facilitators and 22 note takers are needed. Mary Rose asked for CIU help on advertising the event and getting table facilitators and note takers.
- Marcy asked Mary: in which way CIU could advise ODEI?
- Mary responded that ODEI wants to collaborate closely with CIU in the organization of events and other matters.

2:30 PM: Adjournment

Respectfully submitted,  
 Maria do Carmo Pereira da Costa