

## Committee for Fairness, Equity, and Inclusion (CFEI) Minutes

Minutes for November 11, 2020

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Meeting conducted via Zoom

**Present:** Mark Allison, Irina Aristarkhova (Chair), Sara Ahbel-Rappe (SACUA Liaison), Barry Belmont, Yi-Su Chen, Yazier Henry, Jason Kosnoski, Nicolai Lehnert, Anne Cong-Huyen, Holly Sorscher, Carmen Stokes, Karen Thomas-Brown, Sarah Williams

**Absent:** Carolyn Kuranz, Dinesh Pal, Alys Piesley

11:01 Chair Aristarkhova called the meeting to order.

Plans are underway for winter term. A Box folder was set up for committee members to use. Members were encouraged to use this folder to share information.

Professors Karen Thomas-Brown and Jason Kosnoski attended SACUA. They shared their experience with presenting to SACUA. SACUA wanted to know about the climate on the Dearborn campus. SACUA was aware of the document Professor Thomas-Brown is using to document racism on the Dearborn campus. Copies were requested, but this has not been shared yet. Racial climate and racial justice in Dearborn was the topic.

Professor Kosnoski talked about One University. He gave a brief summary. He suggested a resolution to endorse a commitment to One University. He reported that SACUA suggested that CFEI consider doing this as a committee, and then pass it back to SACUA. This issue could be relevant to the Financial Affairs Advisory Committee. Professor Kosnoski is seeking a formal endorsement of One University.

Chair Aristarkhova asked Professor Kosnoski to bring a resolution to the next meeting, and to share materials in Box so they can vote on it at the next meeting.

**Action Item:** Professor Kosnoski will prepare a draft resolution in support of One University and share it with the group in the MBox folder.

Chair Aristarkhova addressed the disbanding of faculty committees at Flint. She asked how CFEI can be an advocate for faculty governance on all three campuses. She asked for feedback from faculty from the Flint campus.

Professor Allison, a Flint faculty member, stated that he did not believe that all faculty governance committees were disbanded. He expressed that this issue is a distraction from focusing on the committee's mandate to look at inclusion. The committee was not inclusive or friendly to people of color. He tried to speak about this and described being yelled at at the DEI committee. Is there a problem in inclusivity at the Flint campus for people of color or for people with gender concerns? It appears inclusive to one group.

Key positions were filled by LGBTQ people. It is unclear whether this was as inclusive as it should be. An example was given concerning the Women's Council. The Council felt it had made great strides, but it was disbanded.

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The group discussed the issue of the new chancellor disbanding faculty committees on the Flint campus.

It was explained that the committees had never been officially codified. The governance structure was ad hoc. A new structure was voted on by the faculty. There is a long story behind it.

It was stated that the DEI and Women's Commission were not constituted properly. Jason urged to keep an eye on it, but doesn't think it belong with this committee. Clarifying issues around this issue will be helpful. Flint members will bring something forward if needed.

11:23 Actionable items around "inclusive" unit/campus were discussed.

Chair Aristarkhova recognized the new Committee on Anti-Racism. She requested to hear from people about what issues they may wish to address by the December meeting.

Since the Anti-Racism Committee is working on that issue, should the committee revisit the charge and develop deliverables?

The committee reconsidered the charge to make sure the committee can focus on items that are not already being considered by other committees such as CAR and the Electronic Meetings Task Force.

### COVID

Thomas-Brown had mentioned the idea of defining inclusion including accountable outcomes. Ahbel-Rappe revisited defining inclusivity and terms, and actionable recommendations.

The committee discussed inviting people who can help formulate a definition of inclusivity. Chair Aristarkhova encouraged Thomas-Brown to continue contributing to this conversation. Discussions will also be continued about what metrics to use.

It was agreed that some metrics should be identified and prepared to bring to Senate Assembly.

Henry asked what needs to be done institutionally. He noted that the problem needs to be identified first, and then actionable items need to be identified from there. Inclusivity issues need to be addressed across all stakeholders.

It was noted that the university needs to understand that diversity does not lead to inclusivity. Inclusivity needs to be prioritized rather than a rush to hire people.

How can inclusivity be measured? One measure is in retention of students and faculty. What metrics beyond stories and retention, or tenure cases are helpful? This is not just people of color, but also socioeconomic diversity. There are a lot of data about students and economic status available.

Thomas-Brown suggested collecting anecdotal evidence to support action items. Just getting people on campus is not enough.

Flint and Dearborn bring in local students – strong statements are needed to address equity across campuses – absence of research funding, and the absence of time. Distribution of teaching, research, and service. Teaching loads are heavier at regional campuses, but productivity is expected to be the same. Do the resources align with the research agenda at the regional campuses?

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Identify need for distribution – need is much higher on campuses other than Ann Arbor.

It was asked whether Flint and Dearborn students can access Ann Arbor library resources. It was noted that they can usually get material resources. Electronic resources are available, but not to the same extent as the Ann Arbor campus. Contracts could be set up to include all three campuses.

Staffing inequities were noted. UM Ann Arbor libraries has many more staff than Dearborn and Flint. UM Ann Arbor has 3 digital accessibility librarians and Flint and Dearborn have none.

It was noted that at Dearborn in particular, COVID 19 has made things worse. Access to more library resources, even on line would be a great help.

This committee has the opportunity to push forward. Chair Aristarkhova encouraged members to populate the google doc and add files to the box file.

Meeting adjourned: 12:01 pm

Respectfully submitted by

MaryJo Banasik  
Faculty Senate Office