

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

Minutes for February 17, 2021

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Approved: March 17, 2021

Present: Irina Aristarkhova (Chair), Anne Cong-Huyen, Jason Kosnoski, Dinesh Pal, Karen Thomas-Brown, Mark Allison, Nicolai Lehnert, Sara Ahbel-Rappe, Holly Sorscher, Yi-Su Chen, Sarah Williams

Absent: Barry Belmont, Yazier Henry, Carolyn Kuranz, Alys Peisley, Carmen Stokes

10:02 Chair Aristarkhova called the meeting to order.

1. Discussion of Dr. Rob Sellers, Vice Provost for Equity and Inclusion, Chief Diversity Officer last meeting's visit.
 - a. Committee feedback:
 - i. Vice Provost Sellers' goals, plans, objectives and resources were centered around the Ann Arbor campus and did not include Dearborn and Flint. The only resource he pointed at that Dearborn and Flint could benefit from was the National Center for Faculty, Development and Diversity, to which he sent the link.
 - ii. Committee members didn't receive a clear sense of how to accomplish the goals for fairness and equity and were pointed to multiple resources, but no clear direction.
 - iii. Vice Provost Sellers did not include concrete plans or metrics to measure success of implementing new plans or how to achieve the outlined goals.
 - iv. Committee Recommendations:
 - Create a proposal with concrete objectives and numbers to present to the university on how to move forward with its plans of creating a fair and inclusive culture and environment that will span all three campuses across student, faculty and staff populations.
 - Chair Aristarkhova requested that Elizabeth Devlin inquire with the Faculty Senate Office if President Mark Schlissel would be available to attend the April CFEI meeting to present the proposal and discuss.
 - v. CFEI Proposal Discussion:
 - Committee will work together on a shared document that will outline the CFEI recommendations.
 - Proposal will address the decentralization of the university in terms of the committee purview and unifying the campus equity objectives with staffing recommendations.
 - Proposal will suggest that campus reflect the communities it represents.
 - Committee member Anne Cong-Huyen recommended inviting leaders of campus programs that address issues and provide resources pertaining to equity and inclusivity. They can discuss programs they offer and how CFEI can help facilitate their work. Speakers can relate their experiences and challenges and how it relates to the CFEI charge and can be included in terms of the CFEI proposal.
2. Matters Arising
 - a. Fall 2021 return to campus faculty concerns.
 - i. Teaching format, in person, online or hybrid.
 - Will it be a university wide policy on the fall teaching format, or will the different schools, colleges or units make that decision, or will it be up to individual faculty?
 - If in person:

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- If mask mandates are enforced, who will enforce it, who will check on it, where will the resources come from.
 - How to implement and follow the six-foot distancing guidelines in campus facilities (lecture halls, classrooms, labs).
- ii. Vaccinations
- Proposed guidelines and questions created by the committee regarding equitable treatment of those who are vaccinated, will not be vaccinated, accommodations made for those with underlying health conditions and those too young to receive the vaccine. This will affect all campus populations - faculty, students, and staff.
- iii. Chair Aristarkhova would like to continue the discussion at a future meeting in order to gather the committee's experiences/concerns for return to campus equity issues.

Meeting adjourned: 11:00

Respectfully submitted,

Elizabeth Devlin
Faculty Senate Office