

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

Minutes for March 17, 2021

Circulated: April 13, 2021

Approved: April 14, 2021

Present: Irina Aristarkhova (Chair), Anne Cong-Huyen, Jason Kosnoski, Carolyn Kuranz, Karen Thomas-Brown, Mark Allison, Nicolai Lehnert, Yi-Su Chen, Sarah Williams

Absent: Barry Belmont, Yazier Henry, Dinesh Pal, Alys Peisley, Sara Ahbel-Rappe, Holly Sorscher, Carmen Stokes

Guests: Nadia Bazy, Multi-Ethnic Student Affairs Director and Kierra Trotter, Director, Comprehensive Studies Program and Adjunct Lecturer in Comprehensive Studies, College of Literature, Science and the Arts

10:02 Chair Aristarkhova called the meeting to order.

Chair Aristarkhova called for approval of the February 17, 2021 meeting minutes, a motion was made and seconded. There being no further discussion the motion passed and the minutes were approved.

Campus DEI initiatives

Committee member Anne Cong-Huyen introduced the two guest speakers that represent some of the leadership/directors of campus programs and initiatives that are essential to the campuses DEI efforts. Committee has asked them to give introductory presentations on the programs and initiatives that they run, the challenges they face doing this work, and how CFEI could help in their efforts.

1. Comprehensive Studies Program (CSP), Kierra Trotter:
 - a. Kierra Trotter provided an overview of CSP. Today CSP is a four-year Michigan learning community of over 3000 undergraduate Michigan students in Ann Arbor who are the leaders and best of their home and campus communities. The community features 75 faculty and 21 administrative and academic advising staff who advocate for students.
 - b. CSP Summer Bridge Scholars Program - each year hundreds of students start their university career with the program. The program is an effort to bridge academic and social gaps that are created by racism, classism, and upper systems of oppression.
2. Multi-Ethnic Student Affairs (MESA), Director, Nadia Bazy
 - a. Nadia Bazy provides leadership support for MESA and Trotter which is situated in student life. It provides the co-curricular experience for Michigan students. Mesa, Trotter and CSP is all born out of the black action movement.
 - b. MESA coordinates all the heritage months that are current on campus, this is an opportunity for faculty to attend to submit events to submit as well.
 - c. Nadia Bazy also sits on the Campus Climate Incidents support team where on campus incidents can be reported in order for them to review gaps and needed resources and provide other forms of support. This is not limited to students.
 - d. MESA is focused on creating a sense of belonging for students by:
 - i. Reviewing curricular offerings as well as how providing support.
 - ii. Students that have participated in a MESA program have reported a high percentage of feeling of belonging to the institution.
 - iii. Students that enter through MESA have an opportunity to connect with a variety of student groups, have grant dollars available to programs specifically that surround race and ethnicity, advising and partnership support available.
 - e. Trotter Multicultural Center's overall vision is that of multi-culturalism, and the goal is that is a space that has some programming, but primarily a space in auxiliary services.

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3. Committee members asked the speakers to elaborate further on student impact of the initiatives and discussed how these initiatives/efforts could be beneficial across all three Michigan campuses.
4. Committee members requested resources pertaining to high impact practices for inclusivity and sharing of those resources would be highly beneficial to faculty.
5. Committee next steps to support these programs and initiatives moving forward.
 - a. Committee recommended becoming active allies.
 - b. Nadia Bazy volunteered her time to help faculty understand and navigate which resources to direct students and the words to use for additional support.
 - c. Nadia Bazy requested advocacy for policies that intersect with each other and that serve everyone not just a few.
 - d. Kierra Trotter indicated the importance of faculty support regarding student financial aid.

Meeting adjourned: 11:00

Respectfully submitted,

Elizabeth Devlin
Faculty Senate Office