



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

Meeting Date: September 10, 2021
Time: 10:00am
Via Zoom

Attendees: Mark Allison (Chair), Anne Cong-Huyen, Heather Marie Walline, Holly Sorscher, Alys Peisley, Loyd Gitari Mbabu, Yi-Su Chen, Elizabeth Devlin

Chair Allison called the meeting to order at 10:05 am

Chair Allison welcomed the committee members and asked that each attendee give a brief introduction and their interest in being part of the committee.

Committee members discussed meeting times and location and agreed to meet monthly for one hour via zoom.

The committee discussed the Committee Charge, viewed last year's CFEI Annual Report and the Resolution in Support of One Campus.

The committee discussed the definition of DEI on University of Michigan Campuses and is interested in reviewing end-result or the progress of DEI initiatives and DEI training strategies. The recruiting, retention and hiring of diverse staff, faculty, and students are some of the final data points the committee would like to review.

The Committee discussed and updated the CFEI 2021-2022 charge which reads as follows:

SPECIFIC CHARGE 2021-2022

- 1. Define inclusivity and inclusion in specific and relevant terms, with specific populations including accountable outcomes, metrics and actionable recommendations, COVID-19 related or otherwise, that may be brought to Senate Assembly for a vote and implemented at the University in a tri-campus environment.*
- 2. Examine how COVID-19 impacts various campus populations in terms of inclusivity, specifically through [Return to On-Campus Work](#) for Instructional Employees. Identify unit-specific or campus-wide best practices in ensuring fairness, equity, and inclusion on managing COVID-19 impacts that can be championed through the committee.*
- 3. Assess existing DEIA initiatives and efforts at U-M for their effectiveness and impact.*

Next Steps:

- FSO will Create a dropbox folder for the committee and send the link for shared resources.



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- The possible creation of subcommittees to address certain work and topics. Committee members agreed that much of the work will be done between meetings, where the members can present their findings to the group.
- Reviewed the definition of DEI on the University of Michigan Campuses.

Meeting adjourned at 11:00am.

Respectfully submitted by,
Elizabeth Devlin
Faculty Governance Coordinator,
Faculty Senate Office