



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

Meeting Date: January 21, 2022  
Time: 9:00am-10:00am  
Via Zoom

**Present:** Mark Allison (Chair), Irina Aristarkhova, Anne Cong-Huyen, Nicolai Lehnert, Dinesh Pal, Aabia Hasan, Elizabeth Devlin

**Absent:** Sara Ahbel-Rappe (SACUA Liaison), Yi-Su Chen, Jason Kosnoski, Carolyn Kuranz, Loyd Gitari Mbabu, Holly Sorscher, Alys Peisley, Carmen Stokes, Heather Marie Walline, Analise Sala

**Guests:** Tami Strickman, Special Advisor to the President and Executive Director, Equity, Civil Rights and Title IX; Tanesia White, Associate Director, Equity, Civil Rights and Title IX

Chair Allison called the meeting to order at 9:04 am

Chair Allison welcomed the committee members and the guest speakers. The committee introduced themselves to the guest speakers.

**Topic: Equity, Civil Rights and Tile IX Office (ECRT)**

Chair Allison introduced the speakers and framed the discussion for context. He shared that the committee had been tasked to look at the inclusive/inclusion climate at the university. The committee has identified that one of the metrics to measure the climate of inclusivity is to look at the data regarding complaints. The committee was able to locate some data regarding sexual and gender-based misconduct, but they were unable to find data regarding civil rights. He also shared that the committee would also like to consider how they could compliment the work done by ECRT. He stated that the committee intended to make recommendations to SACUA on how to implement strategies to align with ECRT work.

Chair Allison opened the floor to the guests. Tami Strickman, Special Advisor to the President and Executive Director, Equity, Civil Rights and Title IX and Tanesia White, Equity, Civil Rights and Title IX.

Associate Director White gave the committee an overview of ECRT. They are responsible for looking into concerns regarding discrimination, harassment, sexual and gender-based misconduct. She shared with the committee their complaint intake process, subsequent investigation if needed and tracking.

Associate Director White shared with the committee that the office has started tracking complaints with a new database. They track all the complaints they receive and as some have multiple layers, it could be a sexual and gender-based misconduct complaint but could have a race component. She shared that they are in discussions about creating a report like their annual report on sexual and gender-based misconduct that focuses solely on civil rights. They are mindful of releasing this information to respective units due to the sensitivity of the information and to ensure an individual's privacy is



protected.

Executive Director Strickman clarified to the committee that the Flint and Dearborn campuses have their own OIE offices that track this data. She suggested the committee might want to invite representatives from those offices to a future meeting. She also shared that although ECRT received 1256 complaints and 121 trainings for this fiscal year, that the statistics can be misinterpreted. There are instances where the person who has allegedly been subject to some type of harm or misconduct doesn't want ECRT involvement, or there are alternative ways to resolve or address a particular issue. These numbers also reflect people are coming forward and reporting.

Executive Director Strickman suggested meeting with CFEI regularly and inviting OIE representatives from the Flint in Dearborn campuses to engage in a more robust discussion.

Committee members asked about the possibility for retaliation and if other resources are offered to those that contact ECRT. Executive Director Strickman shared that when someone initially contact ECRT, part of their process is to make them aware of all the resources available on campus including counseling. She also shared the new SPG adopted in November that protects from retaliation. She shared that Sonia Jacobs and Dean Patty Hurn from Nursing are co-chairing a culture journey. This committee is looking into changing the campus culture and climate.

Executive Director Strickman invited questions or comments from the committee. Committee members suggested creating more awareness on campus of what ECRT is, what they do and how to contact them. They also suggested updating the ECRT website so that it is clear that the office handles other issues besides just sexual and gender-based misconduct. Associate Director White shared that they are in the process of a complete overhaul of their current website.

Chair Allison thanked the guest speakers and will follow up with the committee's data request.

### **Inclusion Language:**

Chair Allison shared a change suggested by SACUA to clarify the inclusion language. The committee agreed with the change and will move forward with voting on the final version.

Next Steps:

- Chair Allison will compile the committee's suggestions for the data request from ECRT.
- Ms. Devlin will create a ballot after the meeting for the committee to vote on the language.

Meeting adjourned at 10:09am.

Respectfully submitted by,  
Elizabeth Devlin  
Faculty Governance Coordinator,



FACULTY SENATE  
**SENATE ASSEMBLY**  
UNIVERSITY OF MICHIGAN

Faculty Senate Office