



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

Meeting Date: October 22, 2021
Time: 10:00am-11:00am
Via Zoom

Present: Mark Allison (Chair), Heather Marie Walline, Nicolai Lehnert, Loyd Gitari Mbabu, Yi-Su Chen, Elizabeth Devlin

Absent: Sara Ahbel-Rappe, Anne Cong-Huyen, Irina Aristarkhova, Jason Kosnoski, Carolyn Kuranz, Dinesh Pal, Holly Sorscher, Alys Peisley, Carmen Stokes

Chair Allison called the meeting to order at 10:07 am

Chair Allison welcomed the committee members. The committee approved the minutes with no changes.

Chair Allison introduced himself to the committee and asked committee members to give a brief introduction and what their interest was in joining CFEI.

Chair Allison requested the committee members to review the final approved charge which was circulated with the agenda. He asked the committee members for their feedback on the charges and what members viewed as the committee's goal for this year. He shared that one key point was to define inclusion and pointed to the current university definition and the dictionary definition of inclusion.

<https://diversity.umich.edu/about/defining-dei/>

The committee discussed the university's definition of inclusion and suggested new language that could be recommended.

Original Language:

Inclusion: *We commit to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion. We know that by building a critical mass of diverse groups on campus and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.*

Proposed Draft Language:

Inclusion: *We commit to ensuring that our campus is a place where differences are welcomed, different perspectives are respected, and every individual has equal access to opportunities and resources.*

Measured Goals:

Chair Allison discussed how recognizing DEI issues and finding specific measures to rectify these situations over time are hard to identify. He suggested that the committee



review reports from comparative institutions or institutions that have been successful in implementing impactful DEI strategies. This report/data collection would also provide the committee with a measurement for successful DEI strategies. The committee also discussed the difference in measuring diversity versus measuring inclusion and how this can be a difficult piece to distinguish from diversity.

The committee also suggested gathering survey data from inclusion surveys that have already been completed on UM campuses for committee review. The climate survey data might be helpful, but it is more qualitative than quantitative.

Incident Reporting Structure:

Chair Allison shared a link to the OIE website to discuss the reporting of incidences by the university. The website did not disclose incidences reported or any categorical data. The committee agreed that this was something they were interested in looking into and that they could perhaps invite someone from OIE (now ECRT) to explain how reported incidences are tracked and where that data can be found.

Committee members suggested another measure of DEI initiatives is exit interview data and discussed how the committee could possibly acquire this information.

Next Steps:

- Chair Allison will use the feedback from the committee to draft new language for the definition of inclusion.
- The committee will contact OIE to request data regarding reported incidences by students, faculty, and staff. If possible, they will request data from the past few years to identify trends.
- Chair Allison will look into perhaps inviting OIE (ECRT) Director, Tami Strickman to a future meeting to discuss incident reporting.
- The committee members should start a review of what DEI strategies have proven successful at other institutions and what the other institutions used as their measure of success.

Meeting adjourned at 11:00am.

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