

**Committee for  
Fairness, Equity, and Inclusion (CFEI)  
Approved on 1/17/2023**

Tuesday, October 11, 2022

2:00-3:00 pm

Zoom meeting: (you should have received a calendar invite as well)

**Meeting Minutes**

1. Welcome and brief introductions
2. Discussion of committee charges, and what the committee would like to focus on this academic year.

The committee will focus on establishing metrics to quantify and track campus climate, other than via the annual climate survey. A number of possible methods/activities were already discussed at this first meeting:

- Meeting with the Title IX/Civil Rights Office to see what it would take for them to release a yearly report on racially motivated harassment, issues, and complaints for the three campuses. This report should mirror the annual report on sexual harassment cases by the title nine office. Action item: meet with Title IX/Civil Rights Office staff.
  - Meeting with University HR to see if they could implement exit interviews with faculty who choose to leave UM. Again, a yearly report could be released summarizing the data from the exit reports. Action item: meet with UM HR and/or ADVANCE staff.
  - We need a better way to analyze the data from the climate survey that specifically looks at the responses from faculty/staff/students of color, and analyzes those results.
3. Seek a meeting with Chief Diversity Officer Tabbye Chavous to discuss DEI 2.0. Goals:
    - Set concrete and tangible goals in DEI 2.0 for improvement of recruiting and retention of faculty/staff/students of color on all three campuses.
    - Implement measures to quantify and track campus climate, as stated above.
    - Incorporate proper intervention strategies and best practices that have proven to be effective in creating inclusive excellence.

Going forward, we will invite Tabbye Chavous to meet with the CFEI committee to discuss these points.

**Next meeting:** Nov. 08. In this meeting, we will start preparing for the meeting with Tabbye Chavous by composing a list of questions and suggestions that we want to ask and bring up.