



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 3/6/2023

Circulated: 4/10/23

Approved: 4/17/23

Present: Daniel Burns, Simon Cushing, Loyd Mbabu, Benedicte Veillet, Yi-Su Chen, Michael Atzmon, Nicolai Lehnert (Chair), Tom Braun

Absent: Mark Allison, Nilton Rennó, Rahul Jain, Chelsea Oh

Faculty Senate Office: Eric Vandenberghe

2:03pm-2:04pm: Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the January and February meeting were approved.

2:04pm-2:40pm: Update from the Chair

Summary: Nicolai provided a summary of each of the meetings that have taken place since the last group member-only meeting.

Nicolai met with representatives of ADVANCE and Academic HR. They discussed the need for exit interviews. This discussion surrounding exit interviews highlighted many of the issues that are present in obtaining said interviews. The decentralized nature of UM can make it more difficult to determine when individuals are leaving the university. Potential opportunities to alleviate this issue were discussed. This topic was also discussed with Tabbye Chavous during the recent committee meeting. A suggestion was made to encourage the departments to notify Academic HR, ADVANCE, or even a Senate Assembly committee to farm the interviews. A point was made that the stories of bad experiences at the university are important to addressing issues at the university.

At a later date, Nicolai met with ECRT representatives. They were open to an annual report on race-based misconduct. They requested ideas from the CFEI for that type of report.

Nicolai discussed the CFEI meeting with Tabbye Chavous and provided a brief recap for those unable to attend. The CFEI/CAR meeting on June 8th from 4pm-5pm was highlighted. It is not mandatory, but a good opportunity to continue the discussion with Tabbye Chavous. Tabbye was receptive and provided positive feedback on the committee's document. An idea was suggested that it may be good to make the CFEI advisory to Tabbye if possible.

A discussion was held on Flint and Dearborn. All three campuses have their own Chief Diversity Officers and are run autonomously. The 3 campus Chief Diversity Officers can meet, but it's ultimately up to the individual campus leaders to decide policy.

An idea was suggested to invite the Flint and Dearborn Chief Diversity Officers to CFEI



meetings in 2023-2024 (perhaps have this as a part of the Charge).

It was suggested that committee members who are on Flint and Dearborn's campus could share the same document the committee shared with Tabbye Chavous and share the document with their campus's Chief Diversity Officer. The Chair is supportive of this idea.

Action: Update and discussion

2:40pm-3:02pm: ECRT Annual Report

Summary: Ideas are requested for a tentative annual or bi-annual race-misconduct report.

ECRT has less info at this time regarding this topic (smaller data set).

What do we want to see in the report?

- Find out what issues minority groups are currently experiencing. The number of complaints would be good. Who are the groups filing complaints?
 - o Analyze by department if possible to determine localized issues.
- Would like analysis by the nature of the complaint.
- Tracking a pattern is better than isolated incidents
- How many of the complaints are taken forward?
- How are complaints supported?

The Chair let the committee know that this conversation will continue over email and a Google Doc will be created for the committee to share their thoughts. The April meeting will include a continuation of this conversation, so that the feedback can be shared with ECRT.

Action: Discussion

3:02pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office