



### **Committee for Fairness, Equity, and Inclusion (CFEI)**

Minutes of Meeting: 9/27/23

Circulated: 10/11/23

Approved: 10/18/23

Present: Caitlin Finlayson (Chair), Daniel Burns, Simon Cushing (SACUA Liaison), Amir Eldan, Stefanus Jasin, Loyd Mbabu, Nilton Rennó, Bénédicte Veillet, Brandon Bond, Matthew Castilho, Ryan Yip

Absent: Michael Atzmon, Yongqing Li

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

**9:02am-9:15am:** Call to Order, Approval of Agenda and Minutes

The agenda was approved. The minutes for the April CFEI meeting were approved. The Chair introduced the committee and provided a brief overview of the purpose of the committee. Each member of the group introduced themselves.

**9:15am-9:44am: Discussion of committee charges, and what the committee would like to focus on this academic year**

Summary: The Chair introduced the Charge. She provided some of the history of the committee and the items that had been focused on in the past. A large focus this year will be on DEI efforts across all of the campuses. There will be some focus on priorities worked on in years prior, as well.

A discussion concerning if students can vote on the committee came up. It will need to be determined by the Senate Assembly. For now, in general students will have input in the direction of the committee but will not vote on faculty policy.

The charge was reviewed point by point, and discussion ensued. Scheduling follow ups on meetings held last year was expressed as a priority. There will be time set aside in future meetings for looking back at past work, and how to move forward on anything that should be continued. Scheduling a meeting with Tabbye Chavous was mentioned as a priority.

Action: Discussion

**9:44am-10:00am: Discuss potential meeting with Chief Diversity and Inclusion Officer Keisha Blevins (UM-Dearborn) and Chief Diversity Officer David Luke (UM-Flint)**

Summary: A discussion ensued on if the meetings with the Flint and Dearborn Chief Diversity Officers should include all members, or if CFEI representatives from the respective campuses should meet with these officials individually. A suggestion was made that perhaps an initial meeting with the full CFEI group take place, and then have individually designated members follow up. Discussion followed regarding if having the meetings with both officials



together or individually would be better to determine the differences experienced on each campus.

The conversation turned to what the priorities for the next meeting would be. A suggestion was made to discuss tenure promotion and how DEI work fits in. Mental well-being was brought up as a topic that could be folded into that topic.

Action: Discussion

**10:00am:** Adjournment

Respectfully submitted,

Eric Vandenberghe  
Faculty Governance Coordinator  
Faculty Senate Office