



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 12/7/23

Circulated: 12/12/23

Approved: 12/13/23

Present: Yongqing Li, Michael Atzmon, Daniel Burns, Loyd Mbabu, Nilton Rennó, Bénédicte Veillet, Stefanus Jasin, Amir Eldan, Brandon Bond, Matthew Castilho

Absent: Simon Cushing (SACUA Liaison), Ryan Yip

Guests:

- *Tabbye Chavous*, Vice Provost for Equity & Inclusion and Chief Diversity Officer
- *Marie Ting*, Assistant Vice Provost for Equity, Inclusion & Academic Affairs

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

9:03am: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the November CFEI meeting will be reviewed at the next meeting. Luke introduced the guests.

9:04am-10:03am: Discussion of DEI 2.0

Summary: A request for bylaws in each unit was made by one of the members.

CDO Chavous was introduced and discussed DEI 2.0. It launched on October 9th of this year. It is progressing. The conflict in the Middle East has been an area of focus recently for CDO Chavous and her office.

The strategic plan on DEI 2.0 is meant to be comprehensive across the campus. How do we incorporate DEI into areas that are not necessarily academic? The units are asked to gather information through an existing reporting tool, which has been improved. In addition to the unit plans, there are twenty cross-cutting action items. Examples include enhancing international student diversity, improving physical and digital accessibility, among others. A product of note is the student success initiative.

Development of each unit's unique plans will reveal different perspectives. It will provide new ideas and will generate new initiatives. Having the units report each step of their progress will provide a roadmap for other units to implement successful products. The reporting requirements will allow information to get to the public.

A suggestion is made that there be an emphasis on quantitative data while going through the DEI 2.0 process. Both qualitative and quantitative data are going to be needed.

The campus climate survey was brought up. This is being utilized heavily in DEI 2.0. Further surveying will be used. This will be helpful to identify patterns to find ways to correct



existing issues. It is suggested that the data and analysis of this data be highlighted and broadly disseminated. Data presentation is suggested as an area that can be focused on in order to make the data accessible to the public and those without a background in data analysis. It is suggested that analyzed data be interpreted and broadcast to the public, with the Michigan Daily being suggested.

DACA recipients and undocumented workers are brought up in regards to how they fit into DEI 2.0. CDO Chavous provided the committee with a related resource. CDO Chavous described resources and actions taken to support these students.

How do we collaborate on the other campuses? There are separate plans for each of the three campuses. The campuses have autonomy, but there is opportunity to collaborate. CDO Chavous meets with the other campus CDOs.

Discussion shifted to plans for a change in the political leadership in the state and country.

A point is made that DEI 2.0 should intersect with prioritizing mental well-being. Tabbye is on the steering committee of the Well-being Collective. It is agreed that there needs to be an intersection.

Action: Discussion

10:03am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office