



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 1/10/24

Circulated: 1/11/24

Approved: 1/17/24

Present: Nilton Rennó, Matthew Castilho, Amir Eldan, Loyd Mbabu, Bénédicte Veillet, Stefanus Jasin, Yongqing Li, Brandon Bond, Michael Atzmon, Simon Cushing (SACUA Liaison)

Absent: Daniel Burns, Ryan Yip

Guests: David Luke- Chief Diversity Officer, University of Michigan-Flint

Faculty Senate Office: Eric Vandenberghe, Luke McCarthy

10:02am-10:07am: Call to Order, Approval of Agenda and Minutes, Announcements

The agenda was approved. The minutes for the December CFEI meeting will be reviewed at the next meeting. Introductions are made

10:07am-11:00am: Discussion with UM-Flint CDO David Luke

Summary: CDO Luke introduced himself and provided information on his background. He provided an overview on leadership transition at UM-Flint and how that has affected DEI efforts. He is meeting regularly with Ann Arbor CDO Tabbye Chavous, and feels that these meetings are mutually beneficial. The distinctions between his role, and that of the Chief Diversity Officers on the other campus is raised.

CDO Luke described the differences between the populations of Flint and Ann Arbor. Most of the students who attend UM-Flint reside within a 50 mile radius of Flint, but many do not come from Flint. Many of the students are commuters, and this can lead to a skewed perception of the city itself. There are dorms on campus that serves a portion of the student population.

A question is posed regarding how the UM-Ann Arbor campus can support UM-Flint while UM-Flint maintains its autonomy? It is noted that financial support often comes with directives. One member voiced support for a more collaborative relationship between the Ann Arbor and Flint campuses

A question is asked regarding how leadership at UM-Flint has supported DEI initiatives. It is stated that current Interim Chancellor Donna Fry is very supportive of DEI efforts. Past experiences are shared.

The Flint faculty present in the meeting described how the area has changed over the years.

Discussion turned to negative press surrounding the city of Flint in recent years. The water crisis is brought up. Deindustrialization is briefly discussed.



The University and their relationship with the community is discussed. The identity of the University differs depending on who you ask.

A question about working with community organizations is asked. Connecting with local high schools is a goal stated. There had been collaboration around the city but not in the city. There is a goal to make it more formal organization geared towards community outreach. Having this support will allow for institutional knowledge and connections to last through personnel changes.

Action: Discussion

11:00am: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office