



Committee for Fairness, Equity, and Inclusion (CFEI)

Minutes of Meeting: 11/10/25

Circulated: 11/24/25

Approved: 12/1/25

Present: Shanna Kattari (Chair), Nilton Renno, Michael Atzman, Stephanie Gelderloos, Grace Kotre, Yongqing Li, Bénédicte Veillet, Joyce Lai, Demi Jardine

Absent: Brandon Bond, Maura Seale, Stefanus Jasin, NaSiya Taylor, Cleo Sawhney

Faculty Senate Office: Eric Vandenberghe

12:03pm-12:11pm: Call to Order, Approval of Agenda and Minutes, Announcements, Review of group guidelines

The agenda was approved. The minutes for the September and October CFEI meetings were approved. Guidelines for discussion are shared with the committee. Discussion ensues on this subject.

12:11pm-12:24pm: Discussion on the tri-campus fellowship

Summary: The committee Chair suggests the tri-campus fellowship possibly be tabled in its current format. A primary reason for this is current ongoing issues that are pressing. Another reason given is the need for financial resources for the fellowship that may not be available given the current funding climate in higher education.

The committee discusses the fellowship. Members discuss potentially shifting the focus of the committee to other opportunities to bring the three campuses together. Suggestions include an education campaign, faculty speed dating, and uplifting current programs that promote community across the University of Michigan system.

Action: Discussion

12:24pm-12:28pm: Large group discussion on cross committee solidarity

Summary: The committee discusses the benefits of collaborating with other Senate Assembly committees. There are 18 standing Senate Assembly committees. There is a suggestion made that there be space created to allow for committees to meet to discuss potential areas of collaboration. A member suggests inviting the chairs of other committees to the CFEI meeting to offer insight into what we can do to collaborate.

Action: Discussion

12:28pm-12:51pm: Small group breakout to discuss potential CFEI event

Summary: The committee members are sent to breakout groups to discuss a potential event put on by the CFEI. The Chair indicates that this will be a hybrid event, but that most of the



other details are yet to be determined. The members are to discuss three items in their breakout groups:

- Discuss preferred formatting options (panel, individual, townhall, etc.)
- Discuss topics (including but not limited to ableism, constitutional scholars, historians with focus on fascism, community activists, etc.)
- Return to larger group to share out – please bring 1-2 format preferences and 1-2 topic preferences from your group

After 15 minutes, the members return to report on their discussions.

The groups offer their feedback, and all indicate that a panel discussion with small group conversations is preferable. They suggest several potential topics, including unionization, organizing for collective actions, and rights as educators. Involving all three campuses is a high priority. A suggestion is made to offer follow-up workshops after the initial event. The committee will continue work on this Winter term event.

Action: Discussion

12:51pm-1:00pm: New Business

Summary: A member discusses several building maintenance issues that they have experienced. Another member voices their concern as well. Building maintenance falls under the purview of the CFO. The Faculty Governance Coordinator will connect the chairs of the CFEI and FAAC. The FAAC is the advisory committee that meets with interim EVP and CFO Bobby Hewlett.

A topic related to labor is discussed and will be brought up at a future meeting.

Action: Discussion

1:00pm: Adjournment

Respectfully submitted,

Eric Vandenberghe
Faculty Governance Coordinator
Faculty Senate Office