



Report on Activities of the Committee for Fairness, Equity, and Inclusion (CFEI) for 2025-2026

Overview:

- *From:* Shanna Kattari, Chair, Committee for Fairness, Equity, and Inclusion (CFEI)
- *Subject:* Report on Activities of the Committee for Fairness, Equity, and Inclusion (CFEI) for 2025-2026
- *Committee Members:* Michael Atzmon, Brandon Bond, Amir Eldan, Stephanie Gelderloos, Grace Kotre, Maura Seale, Stefanus Jasin, Shanna Kattari, Yongqing Li, Nilton Renno, Bénédicte Veillet, NaSiya Taylor, Joyce Lai, Cleo Sawhney, Demi Jardine
- *SACUA Liaison:* None
- *Meeting Dates:*
 - Mon. 9/15 from 12-1pm
 - Fri. 10/10 from 12-1pm
 - Mon. 11/10 from 12-1pm
 - Mon. 12/1 from 12-1pm
 - Fri. 1/23 from 12-1pm
 - Fri. 2/6 from 12-1pm
 - Mon. 3/9 from 12-1pm
 - Fri. 4/10 from 12-1pm

2025-2026 Committee Charge

1. Discuss the University's "elimination" of DEI on campus as touted by former President Ono. How will efforts to foster inclusion, connectivity, and excellence across our campuses be continued? How will the discourse around DEI at UM influence our Presidential search? Or ongoing Dean's searches?
2. Decide whether to carry forward the committee's earlier efforts to create a Tri-campus Faculty Fellow in Academic Excellence program, which would support faculty teaching and/or research in a department or unit on a campus other than their home campus.



3. With the logistical support of the Faculty Senate Office, explore hosting a panel discussion on a topic selected by the committee, with committee members or other U-M faculty participating as the speakers.
4. Offer a recommendation to SACUA regarding the future conceptual focus of this committee, taking into account the committee's current work, history, and relation to other Senate Assembly committees, including the Committee on the Economic and Social Well-Being of the Faculty (CESWF) and the Committee on Anti-Racism (CAR).
5. Consider emergent issues or topics brought forward by CFEI committee members for discussion over the course of the year. The committee may also continue discussing any issues or topics raised in the committee's most recent annual committee report.

Committee Actions

The CFEI committee did the following:

- Developed a clear mission and purpose for the CFEI, which included the development of clear paths to address issues of inequity and champion inclusion, especially between the Ann Arbor, Flint, and Dearborn campuses.
- Developed and executed the [Community Action Faculty Panel](#) event, which gathered a diverse group of community activists from the three campuses. This event gave panelists the opportunity to speak to their areas of expertise related to community action, what community action can look like for faculty members who want to engage in social change work, and action steps faculty can take to promote justice.
- Collaborated with the Financial Affairs Advisory Committee and met with Kim Kiernan, Vice President of Facilities and Operations, to gain a better understanding of how the three campuses address their facility needs. This information laid the groundwork for the development of a tri-campus facilities survey (see next point).
- Developed the tri-campus facilities survey to better understand university stakeholder needs on the Ann Arbor, Flint, and Dearborn campuses. This survey will be further developed in the 26-27 academic year.
- Met with Jesse Beal, director of the Spectrum Center, to discuss the current funding status of LGBTQ+ programming on the three campuses.
- Discussed a number of pathways to develop stronger relationships between the Ann Arbor, Dearborn and Flint campuses in lieu of pursuing the Tri-campus fellowship. These potential initiatives will be considered by the committee next year.



- Discussed potential pathways to foster stronger relationships between the 18 Senate Assembly committees. Created a shared documents for committees to share current actions and needs with one another.

Information Obtained

- Funding for LGBTQ+ programs on the three campuses are in dire straits. Faculty advocacy is essential in these times, and Director Beal and their team will benefit greatly from faculty government support.
- Initial conversations indicated faculty on all three campuses are experiencing challenges with facilities, from parking to heating to broken elevators. There is need for future work around this.
- Faculty across campuses are wanting more workshops, lectures, panels, and series that feature faculty from different campuses sharing their work, and offering skill building around advocacy, research methods, community engagement, and more.
- There is a need for the Faculty Senate Assembly committees to communicate with each other more frequently than chairs meeting once a semester, in order to not duplicate work, and support each other as able.

Recommendations

- Consider developing an annual CFEI event similar to the Community Action Faculty Panel. Consider ways to get more student involvement and in-person attendance as well.
- Continue work on the Tri-Campus Facilities survey the committee began this year.
- Consider initiatives and avenues in which CFEI can collaborate more deeply with representatives from the three campuses.
- Develop a system or meeting series that fosters stronger cross-collaboration between Senate Assembly Committees.
- Consider additional avenues to foster stronger relationships between the Ann Arbor, Dearborn, and Flint campus.

Overall Summary of Committee Work

The Committee on Fairness, Equity and Inclusion concentrated its efforts on 1) the creation of the Community Action Faculty Panel event; 2) the development of a tri-campus facilities survey to better understand the needs of various university stakeholders; 3) collaborated on a number of ways to foster stronger relationships between the Ann Arbor, Dearborn and Flint campuses; and 4) begun progress on a number of avenues to foster a stronger collaborative relationship between the 18 Senate Assembly Committees.