

UM Flint DEI Committee Meeting Minutes

January 24, 2020, 11:00 AM - 1:00 PM

Michigan Room C (171 UCEN)

Present: Nickxit Bhardwaj, Lyn Behnke (via BlueJeans), Thomn Bell, Sarah Case (via BlueJeans), Sarah Devitt, Jan Furman (co-chair), Stephanie Gelderloos, Christopher Giordano (ex-officio), Min Huang, Courtney Humphrey, Andre Louis, David Luke (co-chair), Murali Mani, Mia McNeil, Cathleen Miller, Shelby Newport (ex-officio), Meoachy Proby, Samantha Uptmor, Lori Vedder

Absent: George Hakim, Emily Newberry, Debra Price

Guests: Deba Dutta, Chancellor

Call to Order: 11:06 a.m.

- **Chancellor Dutta's Charge to the Committee**
 - Chancellor Dutta provided the committee with its charge and his overarching vision, not only for the committee, but for how diversity, equity, and inclusion will be woven into the framework of UM-Flint and sustained for years to come. The committee was charged with creating a strategic action plan (with both short-and-long-term goals) to be shared with the campus. This action plan will be a living document that will adapt to the changing needs on campus. Chancellor Dutta will remain fully informed and engaged and thanked the committee for sacrificing their time from other priorities to participate in this important work.
- **Introductions**
 - Each member introduced themselves, shared why they chose to participate in the committee, and how they anticipate best contributing to the group.
- **Committee Meeting Schedule**
 - The committee will meet from 11 a.m. – 1 p.m. on Fridays, bi-weekly through April and monthly through August. Video/telephone conferencing will be available for members who are unable to attend in person.
- **Committee Role Expectations**
 - D. Luke and J. Furman discussed the expectations for members of the UM-Flint DEI Committee:
 - Represent their respective unit on DEI-related matters.
 - Work closely with unit leadership to ensure DEI-related efforts reflect their aspirations and objectives, and wherever possible, are synergistic with other

strategic goals and priorities in the unit. Keep leadership apprised of DEI progress, challenges, and campus-wide initiatives.

- Assist in coordinating data collection and reporting related to DEI metrics, including reporting on central metrics and working with unit leadership to develop unit-specific metrics.
 - Promote unit participation in campus wide DEI activities.
 - Facilitate ongoing communications efforts to keep unit constituencies updated about the plan, and to publicly promote unit DEI goals, initiatives and outcomes. Collaborates closely with unit communications professional, if applicable.
 - Provide support for DEI related events and activities, both unit-specific and those that align with central efforts.
 - Regularly attend DEI committee meetings.
 - Engage in continuous learning and DEI professional development, and stay abreast of new DEI resources, tools, and processes provided from central campus and Ann Arbor.
- **Defining Diversity, Equity, and Inclusion**
 - The group discussed the definitions of diversity, equity and inclusion (found on UM-Ann Arbor's website <https://diversity.umich.edu/about/defining-dei/>):
 - **Diversity:** We commit to increasing diversity, which is expressed in myriad forms, including race and ethnicity, gender and gender identity, sexual orientation, socioeconomic status, language, culture, national origin, religious commitments, age, (dis)ability status and political perspective.
 - **Equity:** We commit to working actively to challenge and respond to bias, harassment, and discrimination. We are committed to a policy of equal opportunity for all persons and do not discriminate on the basis of race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status.
 - **Inclusion:** We commit to pursuing deliberate efforts to ensure that our campus is a place where differences are welcomed, different perspectives are respectfully heard and where every individual feels a sense of belonging and inclusion. We know that by building a critical mass of diverse groups on campus and creating a vibrant climate of inclusiveness, we can more effectively leverage the resources of diversity to advance our collective capabilities.
 - T. Bell suggested that the presented definition of equity read more closely to the definition of 'equality', explaining that equality looks at equal treatment whereas equity focuses on every individual having their needs met while removing systemic barriers. He offered to share language on 'equity' for the committee to discuss at the next meeting.
 - **Proposed guiding principles for DEI Committee**
 - D. Luke and J. Furman reviewed the guiding principles with the committee.
 - Transparency: The committee commits to a planning process that is transparent and open to consideration of all perspectives
 - Input: The committee will proactively elicit faculty, staff, and student input from the campus community

- Democratic: Decision making will be inclusive and collaborative
- Measurable: All designed outcomes and aims will be measurable
- Communicative: We commit to periodic campus-wide updates on the planning process
- J. Furman reemphasized that the overarching concept of the committee is openness in whatever work is accomplished, both within the committee and with the rest of the campus, taking input from the campus community, and creating a model of communication that facilitates transparency and inclusion.
- **Matters Arising**
 - D. Luke recalled Chancellor's Dutta mention of short-term goals, noting that each committee member should identify 'small wins' within each respective area and report back at the next meeting to discuss possible strategies and methods to measure and demonstrate outcomes.

The next meeting will be held on Friday, February 7, 2020 at 11:00 a.m.

The meeting closed at 12:42 p.m.