

UM Flint DEI Committee Meeting Minutes

February 7, 2020, 11:00 AM - 1:00 PM

Michigan Room C (171 UCEN)

Present: Sarah Case (via BlueJeans), Sarah Devitt, Jan Furman (co-chair), Stephanie Gelderloos, Christopher Giordano (ex-officio), George Hakim, Min Huang, Courtney Humphrey, Andre Louis, David Luke (co-chair), Murali Mani, Mia McNeil, Cathleen Miller, Emily Newberry, Shelby Newport (ex-officio) (via BlueJeans), Debra Price

Absent: Thomn Bell, Nickxit Bhardwaj, Meoachy Proby, Samantha Uptmor, Lori Vedder

Call to Order: 11:00 a.m.

- **Procedure to Approve Previous Meeting Minutes**

- The committee agreed to review meeting minutes and provide any edits within 48 hours after the minutes are posted to the Google drive. The minutes will then be shared with the campus community via the DEI website.

- **Defining Diversity, Equity, and Inclusion** (<https://diversity.umich.edu/about/defining-dei/>)

- Based on suggestions from the last meeting, D. Luke presented the committee with a proposed definition for “Equity” for the Flint campus:

- **Equity (Flint Proposed):** We commit to disrupting and dismantling any identified institutional barrier that unfairly or unjustly impacts a specific population based on their identity, such as race, color, national origin, age, marital status, sex, sexual orientation, gender identity, gender expression, disability, religion, height, weight, or veteran status, and rectifying the situation in our work toward a campus community that is continuously shaped by its diverse constituencies into an increasingly fair and just place.

The committee will review and give more thought to this proposed definition before finalizing.

- **Proposed Guiding Principles for DEI Committee**

- D. Luke asked the committee to continue to give consideration to the proposed guiding principles for the DEI 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 Processes: Decision-making will be inclusive and collaborative

- Measurable Results: All outcomes will be results-oriented
- Constructive Communication: We commit to periodic campus-wide updates on the planning process
- **From Ann Arbor - President Schlissel's Charge for DEI Strategic Planning**
 - The committee reviewed President Schlissel's charge for DEI Strategic Planning for the Ann Arbor campus to determine if the Flint campus should adopt something similar. The four planning domains for Ann Arbor are:
 - Recruitment, Retention and Development
 - Education and Scholarship
 - Promoting an Equitable, Inclusive Environment
 - Service
 - E. Newberry proposed sub domains that could capture a strategy for students and a strategy for faculty/staff, as these strategies would look very different.
 - The committee discussed adjusting the fourth domain from "Service" to "Access and Engagement", as this would better capture both the needs of our campus and goals of the committee.
 - The committee also reviewed Ann Arbor's planning process objectives:
 - Develop an engaged process that generates a collective commitment from constituents
 - Conduct and provide a comprehensive evaluation with respect to
 - > How diverse we are as a community
 - > The degree to which individuals experience the University as inclusive; and
 - > Whether individuals have equitable opportunities to be successful.
 - Within the constraints of the law, propose specific, achievable and sustainable short- medium- and long-term goals and actions to enhance diversity, equity and inclusion with specific timetables for execution.
 - Identify resources and points of accountability for achieving the designated goals.
 - Identify steps to ensure that the plan we develop is regularly reviewed and updated to reflect both progress towards goals and any newly identified opportunities and challenges.
 - The committee co-chairs will meet to discuss domains for organizing UM-Flint activities to propose at the next meeting.
- **Review and Discuss Short-term DEI "Small Wins"**
 - The committee spent time reviewing short term wins that exist within each member's respective area and possible strategies to implement a solution.
- **Matters Arising**
 - J. Furman initiated a discussion about ways to generate energy around the current and upcoming work of the committee, and how to launch ongoing, regular updates to the campus community. C. Giordano offered to utilize Lindsay Knake, the DSA Communications Coordinator, in efforts to broadcast the work of the committee. M.

McNeil suggested a possible social media campaign to highlight what units on campus are doing/planning tied to DEI initiatives. E. Newberry suggested creating a hashtag for social media posts. S. Newport recommended creating a central email address to receive feedback from campus, or an online comments box or feedback form.

The meeting closed at 12:59 p.m. The next meeting will be held on Friday, February 21, 2020 at 11:00 a.m.