Committee for Promoting and Facilitating Equity and Understanding

University Senate Update
Our document outlines the formation timeline of the Committee for Promoting and Facilitating Equity and Understanding (CPFEU). Initially, a Senate Resolution was proposed on December 9, 2019, aiming to establish such a committee. This resolution was approved on January 22, 2020.

In September 2020, a proposal to create a Senate Standing Committee was made, with the Committee for Promoting and Facilitating Equity and Understanding being the focal point. This proposal was approved on September 30, 2020.

However, due to the COVID-19 pandemic, the committee was placed on ad hoc hiatus in December 2020. Despite this setback, a town hall meeting was held on December 2, 2020, where the committee formally introduced themselves to the constituents. This meeting discussed the committee's mission, vision, and solicited questions from members.

The committee is expected to work in the Spring of 2020 and run through the next Senate term. Due to COVID-19, the committee was put on hiatus.

The committee aims to present proposals, collaborations, meetings, research, and presentations. Their work will involve the development and facilitation of equity and understanding within the Michigan Technological University.
Benchmarking Against Other Institutions

- List of more than 75 US institutions that have a DEI-related committee in their shared governance structure (senate).
  - Most of those also have administrative offices and/or institutes for DEI.
  - Not new: on average those committees were formed around 2013.

- MTU is among the leaders:
Committee Charge: To promote and facilitate engagement and understanding of diversity, equity, inclusion, and sense of belonging at Michigan Technological University

- Reviewing institutional policies
- Proactive responses
- Meaningful steps towards long term goals
- Holding the institution accountable
- Addressing the culture for each group of stakeholders
- Promoting initiatives that encourage an egalitarian and multifaceted approach to the reduction of barriers to equity, diversity, inclusion, and sense of belonging in hiring, support, mentoring, retention, student success (enrollment and graduation), and advancement of professional staff, faculty, and students
Our Milestones This Year

- Resolution 41-21: Embodying University Values: Condemning Hate Speech, White Supremacy, and Ethnically and Racially Motivated Intolerance (passed 12/9/2020)

- Proposal 55-21: Proposed Addition of a Section on the Role of Diversity, Equity, and Inclusion to the Faculty Handbook in partnership with AIPC (3/24/2021 for voting)

- University Senate Information Campaign in partnership with Elections Committee (Spring 2021)

- Town Hall #1 on 12/2/2020 with approximately 50 attendees

- Town Hall #2 on 3/18/2021 with approximately 40 attendees
Our Goals for the Future

- Equity in SAT/ACT
- Disability Policy & Support
- Deeper collaborations across Senate Committees on proposals and resolutions
- Evaluating 2020 Sense of Belonging Survey results to inform future proposals or initiatives
- Creating opportunities for reduced division and more constructive dialogue and solidarity about DEI efforts on campus and within our greater community

- Actively and continually seek feedback about the experience of professional staff and faculty from historically excluded groups at MTU and respond appropriately to concerns or opportunities brought to the CPFEU’s attention
- Providing opportunities for students, faculty, staff, and administrators to establish meaningful relationships across spectrums of identity and differences to enhance collective DEI efforts across campus (and in tandem with other University Senate committees)
Providing the Committee with Feedback

Google Feedback Form

or qr.co.de/CPFEUfeedback

Joining a standing committee in the University Senate is volunteer-based and should be comprised of dynamic and diverse voices from across campus. CPFEU Membership is always open.

Questions, thoughts, concerns, or interest in engaging/discussing more?
Email the Committee for Promoting and Facilitating Equity and Understanding at

CPFEU@mtu.edu