

Ravi Anupindi

Chair, President's Advisory Committee on Labor Standards and Human Rights

Faculty Director, Center for Value Chain Innovation

Research Fellow, William Davidson Institute at the University of Michigan

Colonel William G. and Ann C. Svetlich Professor of Operations Research and Management

Stephen M. Ross School of Business at the University of Michigan

701 Tappan Avenue, Room R5718, Ann Arbor, Michigan 48109-1234

Tel 734.615.8621, Email: anupindi@umich.edu



January 19, 2019

Mark Schlissel, President
University of Michigan

Dear President Schlissel,

Thank you for forwarding us a copy of the October 18, 2018 letter from Nely Rodriguez and Kimberly Daly respectively of the Coalition of Immokalee Workers and Washtenaw Solidarity with Farmworkers addressed to the Board of Regents of the University of Michigan (Annexure I) asking the University to take specific actions to improve labor standards in its food procurement. In your November 14, 2018 response to them (Annexure II), you mentioned that you are referring the matter to PACLSHR to provide you with recommendations on any next steps.

In their letter Rodriguez and Daly, they make the following specific requests:

1. President Schlissel publicly makes a commitment to address human rights abuse in food purchases, building on the successes in the licensed goods;
2. Update the University Code of Conduct to require full transparency to the public of the institution's supply chain;
3. Become a signatory of the Fair Food Program, which has been identified as the most comprehensive worker-driven social responsibility program in the U.S.

Their letter cited the 2017 study titled "Responsible Procurement Project: Review of Findings for Food and Electronics" sponsored by PACLSHR. That study, completed in the Winter term of 2017, was commissioned on the two select categories of food and electronics to a) assess labor standards and human rights issues, b) identify external partners (e.g., FLA / WRC or other sector specific organizations) to assist the university, c) identify select universities who share similar perspectives and are willing to work with us, and d) identify feasible pathways for improving labor standards in these two categories that outlines necessary resources (internal and external) and an organizational structure, as well as appropriate (direct and indirect) cost impacts. Among

other findings, that report did identify the Fair Food Program for its worker-driven social responsibility program.

At its December 3, 2018 meeting, the PACLSHR discussed the October 18, 2018 letter by Rodriguez and Daly and your November 14, 2018 response to them. The committee felt that, building up on the 2017 Responsible Procurement project, further research is needed to provide you with recommendations for next steps, if any, especially given the potential scope of the requests made by Rodriguez and Daly. This research will review findings of the 2017 study and current state of sustainable food procurement by the University, review and recommend, as necessary, any update on the current code of conduct, explore the scale and scope of capabilities of credible organizations that can assist the University to uphold any commitments the University can make, assess associated (direct and indirect) costs, and recommend an implementation plan. A two member student team will be recruited to work with the PACLSHR, University Procurement Services, Michigan Dining, and the Office of Campus Sustainability during this Winter 2019 term and submit a report. The PACLSHR will use this research to develop recommendations for you by end of the Winter 2019 term.

We appreciate the opportunity and support to research and develop strategies for the University of Michigan to address the important issue of labor standards and human rights in food procurement that will also inform recommendations by the committee to you for next steps, as appropriate.

Thank you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Ravi Anupindi', with a small horizontal line underneath the name.

Ravi Anupindi

Annexures:

- I. Memo to the Board of Regents from Coalition of Immokalee Workers and Washtenaw Solidarity with Farmworkers, October 18, 2018
- II. Letter from President Mark Schlissel to Nely Rodriguez and Kimberly Daly, November 14, 2018.