President’s Advisory Committee  
On Labor Standards and Human Rights  

MINUTES  
April 5, 2019, 1:00 PM – 2:30 PM  
B4584 Ross School of Business  

Attendees: Ravi Anupindi (chair), Safia Sayed, Omolade Adunbi, Paul Labute, Monika Johnson, Kiyoteru Tsutsui, Khaled Eid, Emma Waitzman, and Stephen Yaros (staff to committee)  
Absent: Richard Neitzel, Kristen Ablauf  
Guests: Lauren Smith, Amy Argersinger (staff to committee)  

Committee Business  

Chair Anupindi called the meeting to order at 1:06 pm. Minutes from the March 11, 2019 meeting were discussed. KTsutsui moved to adopt the minutes and OAdunbi seconded the motion. The minutes were approved unanimously.  

2018 PACLSHR Student Research Project - Approach to Environmental Responsibility for Licensed Goods  

As a follow-up from the March PACLSHR meeting, committee member KAblauf reached out to several universities regarding questions about their codes of conduct and the inclusion of environmental responsibility language. The universities contacted included Brown University, the University of Pennsylvania, Miami University (Ohio), Duke University, Georgetown University, and Carnegie Mellon University.  

Several universities responded, and the general answer was that the universities have included language around the environment in their codes of conduct, but mostly in a show of good faith, rather than as a fully enforced requirement. For most, there is no clear direction on applicable steps to ensure compliance by licensees. As for the difference between supplier and licensee codes, most institutions want to simplify and/or combine their codes.  

KAblauf also informed the committee that Learfield recently acquired IMG Licensing, and that she is unsure what the impact will be to the labor standards landscape for universities. IMG was previously providing data collection services for many universities regarding their licensees, but we are unsure if that is going to continue. If data collection stops or is diminished, there will be less available licensee data available to use to make decisions around labor standards practices. There is potential for FLA to conduct this data collection in the future, but unknown right now.  

Chair Anupindi asked the group their thoughts on next steps with this project and the information that KAblauf had acquired.
MJohnson mentioned that relying on Learfield/IMG for data collection could be problematic, because we are not sure how long and consistently they will continue to collect data. Self-assessments by licensees also aren’t the most reliable, so coming up with an overall solution would be beneficial.

Chair Anupindi mentioned organization like Summera exist that could work with factories to collect their own data. He then asked the committee what our approach towards our code and the potential inclusion of environmental language should be.

Committee member MJohnson asked about the University of Michigan conducting our own assessments, and Chair Anupindi commented that it wouldn’t be efficient for all universities to do their own, so it is best to find a large-scale solution.

LSmith asked if FLA is looking to move into the data collection and assessment space. EWaitzman and MJohnson commented that FLA would make sense as an overall data collection entity for universities because of their central work on the topics of labor standards and human rights.

OAdunbi mentioned that occupational health and safety should be a consideration when discussing updates to the code of conduct. LSmith commented that this differs from environmental safety, but is still a good consideration. MJohnson mentioned it can be tough to apply environmental standards equitably to different industries. Occupational health and safety is more for individuals, as opposed to the environment. Moving towards environmental health is moving more into the traditional mode, as opposed to occupational health and safety.

KTsutui asked about the University’s new carbon neutrality commission and if these environmental questions are under the PACLSHR’s purview or the commissions. Chair Anupindi stated that the carbon neutrality commission is still defining its exact scope, and that it could be possible for the PACLSHR to move into the environmental space at some point in the future.

PLabute stated that the University’s procurement office collects some environmental impact information during the RFP process. However, the portal that collects the information and the information itself is not currently available to the entire University. There is a project within the procurement office to expand the use of the portal to the entire University in the future.

**Sustainable Food Procurement Conference**

The one-day conference on April 9, 2019 will bring together cross-functional efforts and stakeholders for a conversation about how institutions overcome unique sustainability challenges in food procurement. Chair Anupindi reminded the committee that the event is coming up and that everyone is welcome to join.
Update on Winter 2019 Research Projects

Chair Anupindi informed the committee that both of the PACLSHR-sponsored student projects are going well, and that both groups will present their findings to the committee later in April. Once the committee hears the presentation from the students conducting the research on responsible food procurement, the committee will meet to discuss next steps on creating a formal recommendation to the President.

Meeting adjourned at 2:33 pm.