

## **President's Advisory Committee on Labor Standards and Human Rights**

### NOTES

September 22, 2020, 12:30 pm - 2:00 pm

Remote (Meeting held over Zoom)

Attendees: Ravi Anupindi (chair), Kristen Ablauf, Khaled Eid, Alexis Handal, Amanda Kaplan, Allison Kolpak, Leila Kawar, Paul LaBute, Junghoon Park, Joon Lee (staff), Steve Yaros (staff)

Absent: Christian Davenport

Guests: Ryan Woock, PACLSHR Winter 2020 Research Assistant

Chair Anupindi called the meeting to order at 12:33 pm and welcomed new and returning committee members to the first meeting of the academic year.

Chair Anupindi provided a historical background of the committee and explained the charge, focusing on the operational mandate regarding licensing compliance for goods sold using the U-M logo. He also provided an overview of the research and education mandate, providing examples of student and research opportunities throughout the year. Other PACLSHR background documents were discussed, including the guidelines on acting on licensing complaints.

U-M is a member of the Fair Labor Association (FLA) as well as the Worker Rights Consortium (WRC). Partnering with these external associations, U-M is able to review its supply chain operations and resolve issues that arise. U-M also partners with the Collegiate Licensing Company (CLC). With hundreds of licensees, U-M works with CLC to manage these licensees to ensure compliance with licensing best practices. CLC is part of Learfield IMG College.

The PACLSHR will be meeting twice during both the Fall 2020 and Winter 2021 semesters. Depending on the issues that arise, additional meetings may be called for the PACLSHR to meet throughout the year.

During the 2019-2020 academic year, COVID-19 affected several PACLSHR student opportunities. The summer internship was held remotely and the graduate summer travel fellowship was postponed. This academic year, the committee will review what opportunities the PACLSHR may host and how they will be offered, depending on restrictions such as the effect of COVID-19 on travel.

PACLSHR Winter 2020 research assistants Junghoon Park and Ryan Woock provided an overview of their research project results. They were supervised by Chair Anupindi and Professor Tsutsui, who has now moved on to Stanford University. The project was sponsored by the PACLSHR between February 2020 and May 2020. The Erb Institute provided additional funding which allowed the research to continue to August 2020. The presentation to the committee

covered the entire period between February 2020 and August 2020.

The research project was focused on approaches to assessing corporate performance on social responsible operations. The research was guided by the United Nations' Guiding Principles on Business and Human Rights that mandated business's responsibility to respect human rights. A Q&A session ensued.

After the presentation, Chair Anupindi encouraged PACLSHR members to think of ideas for the coming year's student opportunities. He called on K. Ablauf to provide an overview of her responsibilities regarding licensing at U-M.

K. Ablauf explained that licenses are renewed in groups, once per quarter. The conditions for renewal include sales figures and compliance with corporate social responsibility standards. One example of such standards is how licensees are required to participate in online learning modules from the FLA that provide information about social responsibility mandates and best practices. Increasing licensees' commitments to corporate social responsibility as well as keeping U-M's standards up-to-date are two areas K. Ablauf pays especially close attention to.

Discussions surrounding the upcoming year's student opportunities continued. L. Kwar suggested one idea: the impact of COVID-19 on labor standards and human rights. Chair Anupindi concurred that this was a viable option, and it may be helpful to narrow the industry of interest. J. Park provided an additional, related idea: exploring the impact of COVID-19 on service works and gig economy workers. A. Handal suggested an opportunity to look into the impact of COVID-19 on factory workers' well-being.

Chair Anupindi thanked committee members for sharing their thoughts on potential student research and encouraged additional brainstorming after the meeting. He will follow up with the committee to further generate and refine ideas.

The meeting was adjourned at 1:15 p.m.