

**UNIVERSITY OF MICHIGAN  
PRESIDENT'S ADVISORY COMMITTEE ON  
LABOR STANDARDS AND HUMAN RIGHTS**

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*Agenda for Thursday,  
December 6, 2021 Meeting  
11:00 AM – 12:30 PM Notes  
On Campus Location Ross 6320 (Remote details below)*

**Introduction of Presentations**

The Chair, Ravi Anupindi, welcomed everyone to the meeting. The agenda called for presentations by the two students awarded research internship opportunities in summer 2021. Lena Hoppe, a Public Policy undergraduate student, and Allison Kelly, a Social Work undergraduate student, presented their findings and answered questions from the committee.

**Presentation: Lena Hoppe - Sustainable Food Procurement at Universities**

During the summer of 2021, working with Michigan Dining and the Fair Labor Association, Ms. Hoppe designed and launched a survey to several universities and colleges to gain a better understanding of the current sustainability landscape within university and college food procurement. Many Universities and Colleges are at various stages in this making efforts to adapt to more sustainable food procurement models going forward. The research presented focused on the active steps educational institutions are taking and whether there are developed strategies in place to make an impact on both small and large campuses.

Professor Adunbi posed a question of how many schools were in the sample size of the survey conducted. Lena responded that she reached out to 180 schools and received responses to the survey from 70 of those schools. The sample included not only dining services but also other constituents at the colleges and universities.

The workshop that Chair Anupindi invited the committee to attend, the annual UM Sustainable Food Procurement conference, was also mentioned in the presentation. There are eight schools participating in the event. The purpose of the workshop with a small set of universities was to discuss & hopefully converge a common set of issues and approaches institutions can take towards sustainable food procurement.

**Presentation: Allison Kelly – How do Data and Analysis and evaluation contribute to social justice efforts?**

The Ms. Kelly's internship was with the Fair Labor Association working specifically on the Fair Compensation Dashboard. Her focus was on Chinese based manufacturing factories and their structures of compensation and benefits for their employees. Her assignment involved collecting, reviewing, and inputting data into the FLA fair compensation dashboard.

Committee members posed several questions after the presentation (questions and corresponding responses are below):

*Do you have a sense that in-kind wages are factored into compensation paid to workers?* There are companies that indicate that they provide benefits so they can offer lower wages. In these situations, there could be some abuse because if the company provides benefits that are not of use to the workers it not helpful or true compensation.

*Can the brands influence the factories?* Large brands have a lot of influence and power over the manufacturer. Smaller brands do not have as much influence because their orders are not significant enough to the manufacturer to change operating practices.

*Different countries have different requirements. Can the FLA impose standard guidelines that are general and applied to all manufacturers?* The FLA is looking at several approaches to implementing standard guidelines but it complicated because of internationally diverse standards.

*Are there goals that appear as though they are farther off from accomplishing?* Fair wages for equal pay is a very difficult area because overall countries have very different standards.

### **Presentation Wrap-up**

The Chair and committee thanked both students for their presentations and commended them on their work.

### **Review of minutes for approval.**

Alexis Handel moved to approve the notes and Paul Labute seconded the motion. The full committee approved the motion.

### **Discussion of Future Student Opportunities**

The Chair edited the draft for Graduate Fellowship applications and distributed the changes to the committee. Chair Anupindi also opened discussion on how we can increase applications.

Committee member Junghoon Park noted that as a former applicant, it is difficult to line up the work because the deadline is too early for some of the organizations to apply for the internships. One option might be to develop a relationship with some relevant organizations so we can reserve a space for University of Michigan students. The Donia Human Rights Center has some relationships that could be cultivated for this purpose. The Chair asked members to suggest some assistance based of their networks. Professor Adunbi suggested some organizations in Africa that we could speak to that the Chair said he will follow up on. Some of the epidemiology students in the School of Public Health have to do an internship as part of their program requirements, but COVID has impacted this requirement because international travel has been difficult. The School of Public Health has waived the requirement, but most students still do it locally with internationally-focused organizations. Regardless, members thought that we should consider extending the deadline.

In the past years we have received 7-8 applicants, but this has dropped significantly due to uncertainty in the international community. We could consider some domestic opportunities that are globally focused. The Chair and committee overall are open to ideas about building relationships and extending the deadline into mid-February.

**Meeting Wrap-up**

Committee staff will be in contact regarding the two meetings for winter semester. The Chair will consider research opportunity ideas for the next student internships.