



Committee on Anti-Racism

Minutes of December 3, 2020

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Present: Partridge, Damani; Spencer, Deirdre; Thomas-Brown, Karen; Pal, Dinesh; Allis, Mark; Burns, Daniel; Rush, Steven; Hutchings, Vincent; Yimfor, Emmanuel; Kwabi, David; Lehnert, Nicolai

Absent: None

Time: Call to Order, Approval of Agenda and Minutes

The agenda was/was not approved. The minutes for the DATE Committee Name meeting were approved.

4:01 Chair Partridge called the meeting called to order and shared the meeting's agenda.

Members introduced themselves to each other.

4:09 Chair Partridge asked what people see as key issues on all three campuses.

Members noted the following:

- The challenge is to look at something that is systemic and systematic.
- Areas of focus could be on retention, promotion and advancement, and pay equity
- Success of minority talent needs to be supported and fostered, and talent needs to be retained.
- Consider anti-racism within the DEI structure – race is not a focus
 - How is anti-racism different than DEI?
- Consider strategies for the short term and long term.
 - What are the action steps?
 - What does success look like?
 - More people of color in leadership positions
 - Representation that is reflective of the community
- Barriers
 - Proposal 2 – alternative option to affirmative action is focus on economic status
 - Reputation of institution on how people of color are treated
- Consider what kind of public anti-racism event could be planned
 - Something light, such as comedic
 - Event co-sponsored with the provost's office
- Needs
 - System that allows data collection with equity-minded approach
 - Values and actions of the institution



- Prohibit certain behavior
- Mentoring systems
- Training

4:38 The group reviewed the charge.

How will they collect the data?

Who will they speak with?

How can the committee intervene?

How can they think about mentorship?

How can they think about implementation?

Chair Partridge stated that after gathering data, it can be brought to SACUA.

There is not currently a structure to receive complaints from faculty of color. It is also unclear how data is currently collected.

4:47 Chair Partridge discussed the possibility of committee members splitting into groups.

Three activities the committee could undertake include:

Gather data

Provide avenue for reporting

Spearhead communications back to faculty

Member Hutchings confirmed that as a member of LSA's anti-racism committee, he has access to data from LSA on the Ann Arbor campus. Hutchings suspects if data are available at LSA, that they are also available in other units. Data to obtain may include demographics, distribution, and rank on the three campuses. Member Yimfor will assist with obtaining data.

Member Spencer suggested providing informational supportive information to help faculty of color navigate the institution. Members Spencer, Thomas-Brown, and Yimfor will work on this together.

Member Rush stated that art students convey information through performance to share information.

Member Spencer and member Burns will work on defining racism.

Member Thomas-Brown and member Spencer will discuss how people of color may know that they are supported.

Chair Partridge will follow up with these groups.

Respectfully submitted,

MaryJo Banasik