



Committee on Anti-Racism

Minutes of March 26, 2021
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Present: Partridge, Damani; Spencer, Deirdre; Allison, Mark; Thomas-Brown, Karen; Burns, Daniel; Rush, Steven; Hutchings, Vincent; Kwabi, David; Lehnert, Nicolai; Banasik, MaryJo; Devlin, Elizabeth

Absent: Henry, Yazier; Pal, Dinesh; Yimfor, Emmanuel;

Guest: Colleen Conway, SACUA Chair, Professor of Music Education, School of Music, Theatre & Dance

Chair Partridge called the meeting to order at 3:05pm. A motion was made to approve the February 26, 2021 meeting minutes. There being no further discussion, the motion passed, and the minutes were approved.

Chair Partridge introduced Colleen Conway, SACUA Chair to the committee.

I. Advising Group Format:

- a. A button will be created on the CAR website where faculty members can submit their questions/concerns to CAR.
- b. The questions/concerns will be sent to the Faculty Senate Office and the chair of CAR who will bring the questions to the committee to discuss and craft a response.
- c. An automatic response will be generated once a question/concern has been submitted to confirm that the committee received the query and to confirm the anticipated committee response time.
- d. Committee will create a catalogue of resources available to faculty members.
- e. The committee can offer their collective knowledge and professional allyship to support faculty members to helping strengthen their cases regarding their concerns.

II. Communications:

- a. Motion was proposed to create an announcement for publication in the University Record introducing CAR, its mission, and goals, to the broader university. The motion was so moved and seconded, all in favor and no one opposed, the motion passed.

III. Data Collection:

- a. Committee member Daniel Burns has reviewed the [climate surveys](#) from 2016 and they do break down for race and gender demographics for staff, graduate, undergraduate and faculty populations.
- b. The survey consistently shows discontent by underrepresented minorities, in which faculty members, women and faculty members of color in particular experience discrimination and climate concerns.



- c. Climate surveys are available publicly and it was discussed to have it linked to the CAR website using the data to strengthen support for CAR mission and goals.
- d. Committee agreed to request salary, retention, and exit survey data and the breakdown along racial lines.
- e. Committee member Karen Thomas-Brown proposed hosting a CAR survey on the CAR website to invite people of color to complete that would ask the climate, inclusion, and equity questions to tabulate and analyze.
- f. Committee proposed making recommendations for questions to be included in the AEC surveys.

IV. Guidepost Solutions:

- a. Colleen Conway proposed having Guidepost Solutions meet with the committee to discuss the committees' questions/feedback on structural changes.

V. Website Content:

- a. Committee recommended a short statement on the form informing those submitting of how the data will be handled and who will be reviewing the information.
- b. Informing the individual as to how the data will be used and who will receive it will be held off until after the meeting with Provost Collins.
 - i. Suggested language "CAR is committed to the success of the individual".

VI. Provost Collins Visit:

- a. Committee proposed questions for Provost Collins.
 - i. Where can the committee send individuals that cannot go to OIE or HR or their administrator due to fear of retaliation?
 - ii. What happens after the faculty contacts CAR? What is the structural piece after that if not HR or OIE?
 - iii. How can our committee be more involved with Provost Collins anti-racism initiative?
 - iv. How can the committee act? Can committee members meet with the department chair or dean?
 - Committee members would like to include their thoughts on what the expectations of CAR should be when advocating on behalf of faculty.
 - v. How is the allyship model working for sexual harassment? Could this be a model duplicated for anti-racism?
 - vi. Is Provost Collins entertaining thoughts about fall events?

VII. Final report/final event:

- a. Committee members Deirdre Spencer and Daniel Burns are collaborating on a shared Google document that contains their research and recommendations to the committee regarding a future CAR event.
- b. They will present the document to the committee once their research has been completed.

4:36 Adjournment



FACULTY SENATE

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Respectfully submitted,

Elizabeth Devlin
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