



Committee on Anti-Racism

Minutes of April 23, 2021
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Present: Partridge, Damani; Spencer, Deirdre; Allison, Mark; Thomas-Brown, Karen; Burns, Daniel; Rush, Pal, Dinesh; Yimfor, Emmanuel; Steven; Hutchings, Vincent; Kwabi, David; Lehnert, Nicolai; Banasik, MaryJo; Devlin, Elizabeth

Absent: Henry, Yazier;

Guest: Susan Collins, Provost and Executive Vice President for Academic Affairs

Chair Partridge called the meeting to order at 3:34pm. A motion was made to approve the March 26, 2021 meeting minutes. There being no further discussion, the motion passed, and the minutes were approved.

I. Website/contact form Discussion and Review:

- a. The committee reviewed the website and the updated language in the contact form:
 - i. The committee reviewed the online contact form and discussed options for providing anonymity for faculty submitting the form.
 - ii. Personnel records are subject to FOIA because they are used as a business purpose. Faculty Senate Office does maintain confidential records.
 - iii. Committee reviewed the Ombuds contact form, which requires less identifiable information provided by the submitting faculty member.
 - i. Faculty can be contacted without providing extensive details.
 - ii. Language on the form indicates that they should not share any confidential information in emails.
 - iii. Committee members also suggested in person meetings.
 - iv. Committee decided that they would like to follow the Ombuds contact form.
 - a. Revise language to request that faculty do not share confidential information if you are going to provide your name.
 - b. Future meetings will have time allocated to faculty members that have reached out with concerns to discuss in person with the committee.
- b. Communications
 - i. Committee proposed to approve the new wording that follows the Ombuds contact form on the CAR website. The motion was made and seconded. There being no further discussion, the motion passed.
 - ii. The updated website will be shared with the Michigan Daily to introduce the committee to the community.
- c. Website content – Resources
 - i. The list of issues of faculty of color will require specific citations for each item and a bibliography. Committee member Dinesh Pal and Deirdre Spencer will collaborate to provide the citations. They will bring the information to the next meeting.
 - ii. Committee members suggested adding information and resources that describe the need for anti-racism initiatives in general and why it is an issue.
 - iii. Climate data will be added once that information has been compiled.
 - iv. Committee member has reached out to Christian Davenport, from U-M Political Science, and he has agreed to provide some resources that the committee could use for the website.
 - v. Committee members indicated that they would like to meet in May to finalize what resources and climate data should be included on the website.
- d. Committee discussed the questions that were submitted to Provost Collins.



- i. Committee member suggested adding a question to the discussion regarding the caste system, how it is a form of racism and how other institutions are including this in their anti-racism initiatives.
 - i. The committee discussed the how the caste system is perceived. It is an issue that is difficult to prove but including it in the conversation would make an impact.
 - ii. Committee member will create a proposal to add the language to the university documents regarding the caste system. They will bring it to the next meeting for the committee to review and discuss.

II. University of Michigan Anti-Racism initiatives:

Susan Collins, Provost and Executive Vice President for Academic Affairs

- a. Chair Partridge indicated that one of the questions that is most pressing is how to get salary, retention, and exit survey data and the breakdown along racial lines. The committee has been able to establish what the key issues are and is investigating what data the university has, how the university is approaching this data, and if this data is not gathered how as a committee they can gather that information and address potential issues that might be forthcoming.
 - i. Provost Collins addressed the data question and informed the committee that Advance has a series of reports that have salary and retention data that is available on the Advance website. There have been questions regarding data access and a group will be forming on how best to address these questions. The concerns of making the data public, what data to make public to respect privacy and a group will take a close look at that and what information can be released that is detailed without names. That work is underway, and she will let the committee know when things are more concrete.
- b. Provost Collins indicated that she is very committed to enhancing the climate for faculty, staff, and students of color. The DEI assessment is an opportunity to redouble the efforts to the approach and priorities going forward, and to consider how to leverage what has been learned and how to move forward.
- c. Provost Collins suggested the committee reach out to the Office of Diversity, Equity, and Inclusion and Rob Sellers to get an overview of what DEI is already doing on campus. DEI would be a natural partner for an event and could offer additional resources and financial resources.
- d. Provost Collins gave an overview of the Anti-Racism initiatives that were rolled out in the Fall. Due to COVID, this process has been slower than originally anticipated. Provost Collins gave an overview of the initiatives that directly concern faculty.
 - i. The first round of the faculty cluster hires has been completed and the process of planning future rounds is underway.
 - ii. Building an infrastructure of support for faculty including event seminars and NCID resources for partnerships in this area connecting and engaging and building communities to identify challenges and strengthen them. They have a variety of different research and funding resources for getting funding and some seed grants and opportunities and some other support. The NCID research and resources page has the list of what is available to faculty.
 - iii. Provost Collins would like the committee's feedback on faculty of color retention. There is a widening gap between retention rates between the faculty of color and white faculty.

III. Provost Collins and Committee Discussion/Questions

- a. Committee members brought forth some faculty concerns of finding correct/alternative resources when seeking support for issues and concerns that they are experiencing as a faculty of color.
 - i. Provost Collins suggested the utilization of the Ombuds and communicating to faculty the role of the Ombuds and what resources they can offer. They are in the process of expanding the amount of space they are giving to Ombuds.
 - ii. Faculty of Color network is a group that meets regularly, jointly run by ODEI and ADVANCE, that is another resource that could be considered a safe space for faculty of color.



- b. Provost Collins asked the committee what can be done more top down.
 - i. Committee members discussed what they find systemically is the pipeline of retaliation, and the committee would like to remove individuals that experience these issues out of that pipeline. The more options that you have to address things can make the situation better for faculty of color.
 - ii. Committee member would like these resources extended to other campuses as well for the Dearborn and Flint campuses.
- c. Committee members suggested that one of the ways for CAR to be more involved with the anti-racism initiatives is to be involved in the data initiative. Being in regular communication about the data to validate the experience of people and the magnitude of the issue seems important to addressing these issues.
- d. Committee members asked if they will be providing a goal/number for hiring people of color.
 - i. Provost Collins responded that legally with prop two they would be unable to identify a specific number.
 - ii. One of the goals of the initiatives is to highlight the work of faculty of color and to promote their work. This could have the desired outcomes of recruiting and retaining more faculty of color.
- e. Chair Partridge asked if it would be a way to duplicate the allyship model for sexual harassment for anti-racism, in terms of tracking the data, for example of salary disparities, and have the tracking of racism more systematic.
 - i. Provost Collins indicated that due to the differences in the units and the few faculty of color the data would be difficult to track. There are other alternative methods for data gathering such as focus groups to gather the data in a meaningful way that will also maintain privacy.

5:00 Adjournment

Respectfully submitted,

Elizabeth Devlin
Faculty Senate Office