



Committee on Anti-Racism (CAR) Minutes

October 26, 2021

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Approved:

Present: Deirdre Spencer (Chair), Damani Partridge (SACUA Liaison), Mark Allison, Michael Brenner, Daniel Burns, Minerva Garcia-Barrio, Gary Harper, Vincent Hutchings, David Kwabi, Kiran Lagisetty, Nicolai Lehnert, Stephen Rush, Silke Weineck, Emmanuel Yimfor

Absent: Yazier Henry, Dinesh Pal, Kate Saylor

Chair Spencer called the meeting to order at 3:05pm. She welcomed the committee members and asked members to introduce themselves.

Chair Spencer and the committee reviewed and discussed the CAR 2021-2022 charges.

SPECIFIC CHARGE 2021 – 2022

1. Serve as a body to identify ways in which University, College, or other institutional policies contribute to structural racism and identify ways to change policies to promote anti-racism.
2. To guide and recommend to SACUA and the Senate priorities for University policies that support anti-racism.
3. Serve as a body to whom racist policies and practices experienced by faculty can be reported. Collect data on faculty reports of racism.
4. Identify and share best practices for responding to racism experienced by faculty of color.
5. Sponsor at least one public anti-racism event per year (workshop, art performance, talk or paper, panel discussion, etc.).

The committee discussed charge three and where the reporting structures, tracking and the follow up work is completed. The committee discussed clarifying their relationship with Equity, Civil Rights and Title IX Office (ECRT), formally OIE. The committee discussed identifying members with mandatory reporting obligations to protect confidentiality of faculty contacting CAR.

The committee discussed partnering with other Anti-Racism groups on campus and the committee structuring itself into being another place for faculty to report incidences and ideas of improving campus climate. The committee discussed whether it is possible for the committee to influence policy changes. One example to change the landscape is pipeline programs and the structure and systems in place that allow these types of grants.

The committee discussed the cluster hiring initiatives and the retention of BIPOC faculty.

Chair Spencer suggested to the committee inviting Tim Lynch, Vice President and General



Counsel to a future meeting to define the legal existence of the group. It is her understanding that the committee will work through SACUA, but she will clarify that they are the group that will review items the committee would like to release/post to the public.

The committee asked for clarification of the issues the committee will be addressing. Chair Spencer indicated that the committee would cover anti-racism from a multitude of perspectives for example concerning anti-Chinese bias and Caste.

Caste language to SACUA

Chair Spencer introduced the topic of Caste brought forward by committee member Pal. Several universities issued statements about Caste and Caste discrimination. The committee decided to make a statement encouraging the university to adopt a statement to counter Caste discrimination. Committee member Pal brought forth examples of statements made by other universities last semester for the committee to consider.

The committee discussed the definition of Caste. Chair Spencer will circulate some resources for the committee to consider, including some writings by Isabel Wilkerson. The committee asked to clarify what form of Caste the committee is referring to and supported an inclusive definition of Caste in all forms, not just that from the historical Indian system.

The committee asked for a copy of the statement that committee member Pal requested SACUA to support. Chair Spencer will circulate the statement for the committee to review

Event Speakers

Chair Spencer asked the committee to consider who they would like to invite to a future CAR event.

The committee discussed inviting speakers who are action orientated, and who would like to see practical applications and solutions to get at the root of systemic racism. They discussed perhaps inviting someone who is non-academic or a non-traditional speaker to discuss the work that they are doing.

Website

Chair Spencer invited the committee's feedback on the website resources.

Next Steps:

- Identify members of the committee with mandatory reporting obligations.
- Circulate the statement from committee member Pal on Caste for review.
- Identify speakers to invite to future committee meetings.
- Identify other anti-racism groups on campus to collaborate with/invite to future meetings.

4:00pm: Adjournment

Respectfully submitted

Elizabeth Devlin
Faculty Governance Coordinator
Faculty Senate Office