



### Committee on Anti-Racism Minutes

March 17, 2023, 2:00 pm (regular meeting), via Zoom

Minutes: 03/17/2023

Circulated: 04/13/2023

Approved: 04/21/2023

Present: Dinesh Pal (Chair), Mark Allison, Michael Brenner, Daniel Burns, Minerva Garcia-Barrio, David Kwabi, Ann Marshall (FSO), Dinesh Pal, Stephen Rush, Kate Saylor, Deirdre Spencer (SACUA liaison)

Call to Order and approval of the minutes

1. Update on the inclusion of anti-caste language in U-M's anti-racism statement: U-M ECRT have updated their [website](#) to include a new paragraph (below) about caste. ECRT is not pursuing adding anti-caste language into the SPGs at this time. There was discussion about raising greater awareness of this issue and the need for legislation (e.g. [Seattle](#)), since federal, state, and local law is unclear.

- *ECRT Website statement: Caste-based discrimination and/or harassment violates the University's commitment to ensuring equal opportunity in educational, occupational, and professional advancement, and is prohibited under Title VII of the Civil Rights Act of 1964, under [U-M SPG 201.35 \(Non-Discrimination\)](#), and under [SPG 201.89-1 \(Discrimination and Harassment\)](#). Instances of caste-based discrimination may be reported using the [Discrimination and Harassment Reporting Form](#).*

2. Update on statement on UM memorial for Native American Land Grant: Dinesh Pal and Kate Saylor have continued to look into this issue and have reached out to others for additional insights, including [Bethany Hughes](#) and Dana Sitzler (Government Relations). There is a long history on these issues, see [Gift of Vision](#) from the UM Heritage Project, the role of Gabriel Richard (early 1800s), a [lawsuit](#) from 30 to 40 years ago, and more recently, [UM's Enrollment Data: Native American by school](#).

3. Proposals for changes to CAR structure/membership:

- There was discussion around increasing the number of people serving on CAR and of actively recruiting new CAR members for more inclusion and representation.
- It was proposed that a CAR Vice Chair position be added for more continuity year-to-year
- Members stressed the importance of the committee's focus on anti-racism, that the committee was created in 2020 during the time of protests around George Floyd's murder, and the additional work still needed on these original 2020 initiatives, noting the DeSantis (FL) situation. If Title IX requires mandatory reporting, why don't civil rights issues also require mandatory reporting? CFEI may discuss CAR-related issues within the broader context of equity and inclusion, while CAR's mission is focused on racial justice. Members noted how grave the situation is in higher education, a structure based upon elitism, the brand of being in the top 10%, and racial disparities in terms of tenure and salary. Questions were also raised about accessing UM data on these issues (see for example the [UC's dashboard](#), how many people of color are tenure track, research track, etc.) and of the importance of pushing for reporting of race-based aggressions at U-M.

Next meeting is: Friday April 21, 2:00 pm

Respectfully submitted, Ann Marshall, FSO, Faculty Governance Coordinator