



Committee on Anti-Racism

April 21, 2023, 2:00 pm (regular meeting), via Zoom

Minutes: 04/21/2023

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Approved: 09/22/2023

Present: Dinesh Pal (Chair), Mark Allison, Daniel Burns, Minerva Garcia-Barrío, Kiran Lagisetty, Esther Launstein, Nicolai Lehnert, Ann Marshall (FSO), Stephen Rush, Kate Saylor, Deirdre Spencer (SACUA liaison)

1. Call to Order and approval of the minutes

2. Chair Updates, Dinesh Pal

- The [Resolution for the Creation of a Committee to Pursue a Land Acknowledgement Monument](#), prepared by CAR, was approved by the Senate Assembly on April 17, 2023, by a vote 42 in favor, 2 in opposition, and no abstentions.
- [Faculty Perspective: Inclusion of caste in U-M's non-discrimination policy](#), authored by Dinesh Pal, Manan Desai, Madhumita Lahiri and Matthew Hull, was published in the *University Record* on April 24, 2023.
- Dinesh shared "[Aren't You the Valet? Tales of Black American Surgeons](#)," by Kirton and Rogers (2023), recently published in the *New England Journal of Medicine*.
- Dinesh Pal was contacted by the interim Chief of Primary Care at Highland Hospital, a safety-net hospital and clinic system in Oakland (CA), to learn more about CAR best practices and experiences related to anti-racism. They came across the charge for the CAR while working on a project to design anti-racism interventions at their institution with the local Black community. Dinesh Pal, Damani Partridge, and Deirdre Spencer held a Zoom meeting with their contact person and shared their background knowledge and experiences.
- Dinesh shared an [open letter](#) on caste by IU Law Professor Kevin Brown, an expert on race and caste.
- The committee thanked Dinesh Pal for his leadership and hard work as 2022-2023 CAR Chair.

3. Discussion on a proposal for a CAR role with reporting racial misconduct, Mark Allison

- Mark Allison shared his proposal for CAR to have a role responding to reports of racial misconduct. A document was also shared that outlines current UM offices for reporting misconduct, as well as some potential limitations these offices may have for reports of racial misconduct. The proposal also identifies possible expanded and/or new practices for reporting racial misconduct at UM.
- Discussion included: how to determine who within CAR might field reports of racial misconduct; would reports to CAR be forwarded and/or encouraged with other entities, e.g. [ECRT](#), Ombuds, etc.; training for CAR members on how to respond to, document, and/or handle confidentiality with the reports; in general, strategies for handling privacy; logistics; CAR as an option and as a safe option; having someone to talk with before making a formal complaint; reporting first within one's department could be problematic for some incidents; clarifying what is the end goal and how might the reports be tracked; some reported misconduct may take over a year to investigate; CAR potentially offering not only a listening ear, but also serving as a watch dog, offering oversight; other



reporting entities may be intimidating; the need to publicize and/or advertise CAR taking on this role; encouraging lawsuits may be useful in some instances; a potential FSO role in forwarding cases to CAR representative/s and/or of assisting with making reports confidential; is funding needed and/or helpful; the catch and kill culture of many reporting practices; for the reporting person to be able to work in peace and safety and not to be driven away from UM; how a decentralized system can be a cover for powerful perpetrators; are there other peer institutions that offer useful watchdog models for reports of racial misconduct.

4. CAR members are invited to attend a June 8th, 4:00 pm meeting with CFEI and with Tabbye Chavous.

5. Year-end 2022-2023 Committee Report for SACUA was shared with CAR members and members were invited to provide feedback.

Respectfully submitted,

Ann Marshall, FSO, Faculty Governance Coordinator