



Committee on Anti-Racism

September 22, 2023, 1:00 pm (regular meeting), via Zoom

Minutes: 09/22/2023

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Present: Mark Allison (Chair), Solomon Adera, Michael J Brenner, Mary Byrnes, Nora Krinitsky, Ann Marshall (FSO, Secretary), Kate Saylor, Deirdre Spencer (SACUA liaison), Kristen Verhey, Kiran Lagisetty

1. Call to order and approval of the minutes

2. Welcome and opening remarks from Chair Mark Allison

Chair Allison welcomed members and thanked everyone for their service: There are significant challenges with race relations on the campuses and, with the collective wisdom in this committee, CAR is well placed to address these issues. Members are encouraged to be very open, honest, and judgement-free in discussions. We are here because we are motivated to be here.

3. [CAR Committee member](#) introductions and discussion of committee member interests

- There is a lot of anti-racism work to be done at U-M. Members are encouraged to think big and be bold. It is small radical groups that create change.
- To build upon previous years' work in CAR, including past Chair Dinesh Pal's work on anti-caste initiatives and past Chair/Founder Deirdre Spencer's work on the Anti-Racism and Faculty Success virtual panel even. CAR is a new committee and has done a lot in a short amount of time.
- Working with SACUA as a way to implement change. Lack of funding can be a challenge.
- Injustice in the health care professions and the silos within various schools. U-M is not as good at embracing Dearborn and Flint.
- To be better allies and the need to redistribute anti-racism work so it's not falling on too few shoulders. To have hard conversations, but to not just talk, CAR as a place to do things. To be with a likeminded group and that also has a diversity of views to work together to create tangible change,
- To invite guests with other groups to come to the committee and to make connections with other groups doing similar work.
- Members have academic colleagues whose classes are illegal in other states, e.g. Florida. Protections are needed for those get targeted by these groups. At U-M, protecting the institution's liability as prioritized over addressing real concerns.

4. Discussion of the [2023 CAR Charge](#). What would success look like?

- Charge Item #1, offering informal support for faculty facing challenges due to race, caste, and/or ethnicity: ECRT is willing to train, horror stories of people who fall through the cracks, some departments are diverse and others not. Expand beyond what the Faculty Senate and SACUA do, to give people the opportunity to talk with someone, this is not just you, and to connect with people who have training in coping in academia. Members expressed support for this charge item.
- Charge item #2, recommendations to support U-M faculty who face challenges because they teach about race and systemic racism. Ideas included working on a resolution, identifying metrics about the number of schools involved, data on the curriculum, and awareness of teaching positions that



are precarious. To structurally build classes teaching about race into the curricula, not just courses that are one-offs, [toolkits](#) for course development, concerns about having one's course content on the internet. If something develops, to send out a communication blast.

- Charge item #3, to create an annual report on racial misconduct, to be released by ECRT in the winter term, with CAR and a SACUA-created committee working to make it happen. Title IX and Title VII are treated very differently. Title VII treated as discretionary and Title IX as mandatory. No reports on Title VII. How can you improve or know if there's a problem if there is no report? With a new president and new office on Ethics and Compliance, administration may be more receptive than in the past.
- Charge item #4, the importance of not duplicating efforts between CAR and CFEI, and to consider inviting [CFEI](#) to present to CAR about their work.

Respectfully submitted,

Ann Marshall, FSO, Faculty Governance Coordinator