



Committee on Anti-Racism

October 27, 2023, 1:00 pm (regular meeting), via Zoom

Minutes: 10/27/2023

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Present: Mark Allison (Chair), Michael J Brenner, Minerva Garcia-Barrio, Esther Launstein, Ann Marshall (FSO, Secretary), Kate Saylor, Deirdre Spencer (SACUA liaison), Kiran Lagisetty

1. Call to order, approval of agenda and minutes

2. Report on ECRT Discussions

- Chair Mark Allison updated the committee on having met with ECRT about CAR's proposal for an annual ECRT report of Title VII incidents of racial misconduct. The next step is for CAR to discuss and to make suggestions to ECRT about what data CAR recommends be included in such a report. CAR member discussion included:
- ECRT provides yearly reports on Title IX gender-based misconduct, but there is no similar yearly report on race and disability misconduct. A default option could be to make the Title VII report the same as the Title IX report. However, the [ECRT reporting form](#) collects less data (about 250 people reported) on Title VII incidents as compared to Title IX incidents (about 1100 people reported), and the people who reported Title VII incidents might be identified and at risk of retaliation.
- Annual Title IX reports, including those for the [Ann Arbor](#), [Flint](#), and [Dearborn](#) campuses, are posted online. Title IX reports are mandatory, meaning that if you are an administrator or have [reporting obligations](#), you are required to report gender-based misconduct. However, reporting race-based misconduct is discretionary. Also, Title IX reports have a timeline, from when the incident is reported up to a deadline for when the case needs to be closed. The data ECRT collects is on incidents. Overall, the ECRT Title VII mechanism is failing people of color in terms of having their voices heard. Members also raised questions about data on faculty retention and hiring, and data on the effectiveness of anti-racism activities.
- CAR members expressed interest in seeing the ECRT data even if the data is not, at this point, shared publically.
- CAR could also consider collecting their own data on racial misconduct, do a survey to assess what other reporting mechanism might be effective, and/or co "pre-exit surveys." By the time exit interviews are done, it is too late. Perhaps a "pre-exit" survey could be done, to conduct a survey similar to an exit survey, but with respondents who are not yet at a point of leaving the university.
- The issues of under-reporting are a big concern. Committee members shared examples of making reports to ECRT and having poor or no results. There is a culture with reporting some types of incidents, but for race, a culture of pretending that racism doesn't exist. CAR members raised interest in capturing those who choose not to report, as well as how many had filed with ECRT and had a satisfactory/unsatisfactory result. What is the impact if one choose to file a Title VII report. For reports filed against students, there's a chance for misconduct to show up on transcript, but is there a similar procedure for a faculty member who commits misconduct.
- Issues of retaliation are a big concern and an issue that needs addressing. There is an added concern with retaliation with small reporting numbers. In addition, when ECRT does an investigation, the



person that was reported against is often going to know you submitted a report. Then, people are afraid to come forward, and this is even more so if the person reported against is a person of power, e.g. a donor.

- The new Compliance office being created could create opportunities for change, including addressing related issues of accountability. There are reports made that die in the department, and CAR members expressed a need for reporting options outside the university.
- CAR members expressed interest in inviting [Michelle Casey](#), U-M's first ethics, integrity, and compliance officer, who begins in January 2024, to a CAR meeting.
- Chair Mark Allison expressed interest arranging a meeting with Tabbye Chavous, Vice Provost for Equity & Inclusion and Chief Diversity Officer.

Respectfully submitted,

Ann Marshall, FSO, Faculty Governance Coordinator