



**Committee on Anti-Racism
Minutes**

November 17, 2023, 1:00 pm (regular meeting), via Zoom

Minutes: 11/17/2023
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Present: Mark Allison (Chair), Solomon Adera, Michael Brenner, Mary Byrnes, Ann Marshall (FSO, Secretary), Kate Saylor, Deirdre Spencer (SACUA liaison), Kiran Lagisetty, Kristen Verhey

1. Call to order, approval of agenda and minutes

2. Update on ECRT Report project

- Chair Mark Allison shared the document he had drafted, “Notes for discussion: Based on Cursory Lit Review” and invited CAR member input and discussion.
- The purpose of the draft document is for CAR to identify goals, how to measure success, and to have the committee’s work grounded in literature. The document included the seven dimensions of the Gartner Inclusion Index, seven initial Indicators (touchpoints), and a non-exhaustive list of six best practices.
- The Gartner Inclusion Index is well-accepted and includes: fair treatment, appreciating differences, how the underserved can have a voice in decision making, feeling safe psychologically, and trust in the organization.
- Mark recently attended a meeting with ECRT, attended also by representatives from Flint and Dearborn. At the meeting, Mark shared CAR member thoughts on ECRT reports and made the case for having a breadth of information in a Title VII related-report that would be reflective of the campus climate. Without such an approach, people will distrust the data and the process. Initial indicators include data on the institutional environment (ECRT data), faculty hiring and retention, student admissions and retention, and the curriculum.
- ECRT is working on having a public-facing report. Based on CAR discussions, Mark will also request a more granular report of ECRT data for CAR to review. Even in cases where there are a small number of reports, CAR still needs the data to better understand the campus climate. ECRT’s public report should make clear that not everyone who experiences an incident is going to report it and the report should encourage more reporting of incidents.
- CAR members discussed additional data of interest, including 1) [ADVANCE’s institutional data](#). ADVANCE also does exit interviews on Ann Arbor UM faculty member who leave U-M. While the number of women faculty have increased, the percentage of black faculty has gone up only about 1%. Faculty leaving U-M and the campus climate have impacted the number of black faculty at U-M and there is also a literature on the retention of black faculty. There is 2) data from [campus climate surveys](#), including a survey in 2017 and in 2021. A challenge with such surveys is that people get accustomed to bad treatment which can impact survey results.
- CAR members discussed mentoring, both positive aspects and challenges, and Mark Allison will check on available data on mentoring. NSF has offered a minority faculty development program that pairs minority faculty with senior faculty at other institutions. The program has allowed for advice and discussion, important when you are the only black faculty member in your department. While personally valuable, challenges with mentoring include that the labor falls heavily upon women and nonwhite faculty and that it is an individualistic solution instead of holding the institution accountable. In addition, the problem of women mentoring women, whites mentoring whites, etc.



was also raised, with a question of how to break out of this, and an interest in having more guidance on effective mentoring.

- There is a continued interest in having a CAR member(s) trained by ECRT to offer informal coaching and/or informal listening for faculty of color, and ECRT has offered to do this training.
- There is also the problem of Ann Arbor being a very white city, of faculty of color's children being asked about their skin tone and stories of these children being bullied. The challenge is dealing with racism on campus and then again as you go home. Hosting social events for black faculty was discussed as an idea that, while not solving the problem, could still be beneficial.
- Discussion also included: the experience of teaching a class of 96 students and having only one black student in your class; of wrestling with whether to recommend to potential faculty of color that they should work at the U-M given what has been experienced and the campus climate.

3. ECRT Report Next Steps

- Based upon CAR member discussion, Chair Mark Allison will look further into the issues discussed and refine the drafted document.
- The potential goal for CAR is to draft a resolution with a tangible set of recommendations.
- SACUA liaison Deirdre Spencer offered to test out CAR's intended plans with SACUA.

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- It was suggested that CAR might propose a U-M healing conversation about Middle East issues. Mark Allison offered to reach out to CFEI to ask if CFEI and CAR might work together on this project.

Adjournment

Next Meeting: December 15, 1-2 pm

Respectfully submitted,
Ann Marshall, FSO, Faculty Governance Coordinator