



**Committee on Anti-Racism
Minutes**

February 23, 2024, 1:00 pm (regular meeting), via Zoom

Minutes: 2/23/2024
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Present: Mark Allison (Chair), Solomon Adera, Michael Brenner, Kiran Lagisetty, Ann Marshall (FSO, Secretary), Kate Saylor, Deirdre Spencer (SACUA liaison), Kristen Verhey

1. Call to order, approval of agenda and minutes
2. Discussion and brainstorming session on questions for VPEI-CDO Tabbye Chavous
 - Chair Mark Allison opened the discussion. The goal is to come up with a set of questions and to identify the overall intent. Ideas discussed included:
 - CAR's interest in providing peer group mentoring that involves not just support to survive, but to thrive and to build community. This could include identifying and training people to be champions and ambassadors.
 - A potential role for CAR as a liaison to the new Ethics, Integrity, and Compliance office led by Michelle Casey, who just recently joined the university.
 - How to measure the impact of DEI efforts and the risk that DEI may be measured by effort instead of outcomes? What are the metrics and outputs? In the sustainability space, there are target goals for carbon neutrality, but what is the target goal for DEI? For example, EEOC's 80% rule gives companies with history of discrimination a target of hiring protected groups at a target rate of 80% of the candidate pool. Having a target to aim for instead of having no target at all.
 - DEI within the larger political climate, e.g. the firing of Claudine Gay and similar hostilities at other campuses. What happens to DEI after the next federal election? What kind of future proofing needs to happen so that MI doesn't become like Florida where DEI isn't included in any kind of effort? Considering UM's [DEI plan](#) and examples of [DEI in U-M units](#).
 - AI equity, i.e. when the data being fed into AI has disparities, these disparities will continue and may be amplified. This includes [AI applications in health care](#) and the [Algorithmic Accountability Act](#).
 - Looking at the medical field for models and also considering [implementation science](#), a method that focuses on how to apply research findings to routine practice.
 - To consider crafting a proposal to the Provost
3. Summary of discussion items to send VPEI-CDO Tabbye Chavous for the March meeting
 - future proofing DEI
 - peer group mentoring
 - how to align with the office of Ethics, Integrity, and Compliance
 - retention
 - AI fairness
4. Next CAR Meeting is Thursday March 28, 11:00 am to noon, with VPEI-CDO Tabbye Chavous scheduled to attend 11-11:30 am.

Adjournment

Respectfully submitted,



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Ann Marshall, FSO, Faculty Governance Coordinator