



**Committee on Anti-Racism
Minutes**

December 15, 2023, 1:00 pm (regular meeting), via Zoom

Minutes: 12/15/2023

Circulated: 2/16/2024

Approved: 2/23/2024

Present: Mark Allison (Chair), Solomon Adera, Michael Brenner, Ann Marshall (FSO, Secretary), Kate Saylor, Deirdre Spencer (SACUA liaison), Kristen Verhey

1. Call to order, approval of agenda and minutes

2. Update on ECRT progress

- Chair Mark Allison provided an update on a recent meeting with ECRT. ECRT is planning a public-facing report of racial misconduct incidents, and, for anonymity reasons, ECRT's report will not include racial incidents by department and instead the number of incidents submitted will be aggregated.
- Based upon CAR discussions, Mark recommended to ECRT that the public report explicitly indicate what has not been included in the report for anonymity reasons and to explain that the percentage of reports is low because the number of black and brown faculty is low. Otherwise, ECRT's report might deincentivise departments from hiring faculty of color if the nuances of the data are not provided. A higher number of complaints may come from departments with more racial diversity even if these departments have been proactive in their efforts to hire faculty of color. ECRT stated that they will work to address these issues and that Mark will follow-up with them as these efforts progress.
- In addition, Mark has requested that CAR receive the internal ECRT documents used to create the public report. Committee members noted that, for incidents of racial discrimination, faculty need to always be watching, assessing the situation about if it is an okay time to make a complaint. There is a need to pick one's battles, since it is simply not feasible to submit a complaint about each and every racial incident.

3. Update on Middle East Resolutions

- Chair Mark Allison reached out to CFEI to inquire if the committee had discussed the Middle East crisis. CFEI is currently without a chair and the issue had not yet been on CFEI's agenda. Two resolutions related to the Middle East were proposed at the most recent Senate Assembly (SA) meeting: the first was on the CSG vote that was cancelled by the U-M administration and a second was on disinvestment in Israel. SA meeting time ran out before action was taken on the motions and the proposals will be discussed at the next SA meeting.
- Mark offered the possibility of inviting the Provost to a meeting to discuss how to move forward on these issues. The committee also discussed interest in working with CFEI on this issue.

4. Follow-up discussions on CAR Anti-Racism Peer Support group and how to support faculty experiencing hostility and discrimination.

- CAR members expressed support for creating a CAR Anti-Racism Peer Support Group. Examples of the kind of support to be offered included: the peer group as a place for people to talk about their experiences and the helpfulness of being able to talk through and analyze what is being experienced; an anonymous place for people to reflect on whether they want to file a complaint; if a



complaint is filed, CAR can follow-up with the person throughout the ECRT process to hear how things are going and if appropriate steps are being taken.

- There was a discussion about the types of hostility faculty of color face within their departments, including lack of support and hostility around the promotion process, problematic communication decisions by department leadership, the removal of in-kind benefits such as adequate office space, and the difficulties of losing anonymity if concerns are raised. There was also discussion about the compounding issues on top of racial hostility, such as gender, age, and marital status. In addition, questions were raised about what should happen concerning cases that are mishandled or not resolved by ECRT.
- It was also raised that several departments and tracks (e.g. research, clinical) across campus have been hotbeds of problematic issues.
- It was concluded that, in addition to an advisory role, CAR should also have a voice and a role with the [Ethics, Integrity & Compliance office](#), that has recently hired its [first ethics, integrity, and compliance officer](#).

Adjournment

Winter Term CAR Meetings:

January 26, 1-2 pm

February 23, 1-2 pm

March 22, 1-2 pm

April 26, 1-2 pm

Respectfully submitted,

Ann Marshall, FSO, Faculty Governance Coordinator