

To: SACUA

From: Mark Allison, Chair, Committee on Anti-Racism (CAR)

Subject: Report on Activities of the Committee on Anti-Racism (CAR) for 2023-2024

Members: Solomon Adera, Mark Allison, Michael Brenner, Mary Byrnes, Minerva Garcia-Barrio, Nora Krinitsky, Kiran Lagisetty, Kate Saylor, Kristen Verhey

SACUA Liaison: Deirdre Spencer

Meeting Dates: 9/22/2023, 10/27/2023, 11/17/2023, 12/15/2023, 02/23/2024, 3/28/2024.

Committee Charge

1. In collaboration with the ECRT and the Faculty Senate Office, form and train a network of faculty peers to offer informal support for other faculty facing challenges due to race, caste, or ethnicity.
2. Review current challenges to teaching about race and America's history of systematic racism, and offer recommendations to help support U-M faculty who do so.
3. In collaboration with the ECRT and a planning committee to be created by SACUA, offer feedback on plans for an annual report on racial misconduct targeted for ECRT release in the winter term.
4. Consider emergent issues or topics brought forward by CAR committee members for discussion over the course of the year. While coordinating with the Faculty Senate Office to help avoid duplicating work that SACUA has now referred to itself or to another committee, the committee may also continue discussing any issues or top.

Committee Actions

- CAR members worked with U-M's Equity, Civil Rights, and Title IX (ECRT) Office to plan a Title VII report on U-M incidents of racial misconduct, similar to the [Title IX reports](#) on sexual and gender-based misconduct that ECRT issues. As part of these efforts, CAR Chair Mark Allison met with ECRT about the report and data. ECRT expressed interest in compiling such a report. See the "Information Obtained" (below) section for more details. CAR members discussed ECRT's Title VII report as important as part of a broader set of U-M inclusion data indicators.
- CAR members continued work on a CAR peer mentoring project. For this project, mentors, including CAR members, would be trained to offer informal listening and coaching in support of University of Michigan faculty of color.
- CAR members planned a meeting with Vice Provost for Equity and Inclusion and Chief Diversity Officer Tabbye Chavous to discuss how CAR can support and collaborate with campus-wide DEI efforts. Potential areas of collaboration include ODEI's DEI metrics, CAR's peer mentoring project, and ensuring that DEI efforts also impact the Flint and Dearborn

campuses. The meeting had to be cancelled due to a scheduling conflict, but there is interest in planning a meeting for the fall term.

- CAR members discussed partnering with [CFEI](#) regarding how to address racial bias on campus in relation to the Israel-Hamas war. At the time, CFEI was without a committee chair.

Information Obtained

- CAR members reviewed available U-M data on race-based misconduct and discussed strategies to 1) improve reporting options, 2) strengthen accountability on submitted reports, and 3) improve available published U-M reports about incidents of race-based misconduct.
- Incidents of racial misconduct incidents are underreported. Committee members shared anecdotes of cases of U-M members making race-based reports and having poor or no results. Committee members also shared stories of retaliation after such reports had been submitted.
- CAR discussed the types of hostility faculty of color face within their departments, including lack of support around the promotion process, inadequate communication by department leadership, the removal of in-kind benefits such as adequate office space, and the risk of losing anonymity if concerns are raised. There was also discussion about compounding issues of gender, disability, age, and marital status. In addition, questions were raised about next steps for cases that are not resolved by ECRT.
- CAR members discussed applying a model from the medical field, [implementation science](#), to anti-racism efforts. This model focuses on how to apply research findings to routine practice.

Recommendations

- Work with the Office of Diversity, Equity & Inclusion and Vice Provost Tabbye Chavous on DEI efforts, including issues related to DEI metrics. Consider inviting Vice Provost Chavous to a fall term CAR meeting.
- Follow-up with ECRT regarding the in-progress Title VII report. CAR recommends 1) including context in the Title VII report that helps readers understand the reasons for the under-reporting of racial misconduct, 2) supports the campus community in coming forward to report incidents of racial misconduct, and 3) creates more robust procedures for responding to race-based incidents, and 4) that ECRT finds a meaningful way to share small-N reports of racial misconduct, including the possibility of sharing unpublished data with CAR.
- Identify next steps for a CAR peer mentoring project.
- Consider how CAR might work with the inaugural U-M Ethics, Integrity, and Compliance Officer (EICO) Michelle Casey.