



**Committee on Anti-Racism
Minutes**

March 28, 2024, 1:00 pm (regular meeting), via Zoom

Minutes: 3/28/2024

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Present: Mark Allison (Chair), Solomon Adera, Minerva Garcia-Barrio, Ann Marshall (FSO, Secretary), Kate Saylor, Deirdre Spencer (SACUA liaison).

1. Call to order, approval of the agenda and minutes
2. The meeting with Vice Provost for Equity & Inclusion and Chief Diversity Officer Tabbye Chavous was postponed for a future date.
3. End-of-year wrap-up and CAR Vision for 2024-2025
 - Appreciation was shared for Mark Allison’s excellent leadership as Chair
 - The hope is to set a trajectory for continuity for CAR’s work in the upcoming year. With a change in membership, it is possible to lose sight of areas where some progress has been made, but additional follow-up is needed.
 - Possible future objectives discussed included:
 - CAR founding member and former Chair Deirdre Spencer’s proposal to have CAR as a point of contact and resource for mentoring and peer support for faculty of color. This is also an area of need beyond University of Michigan, e.g. as was discussed at a recent National Society for Black Engineers meeting. Such work can help build community and lead to improved faculty retention.
 - With Chair Mark Allison’s leadership and after discussion with ECRT and within CAR, ECRT is pursuing a new Title VII report. In the upcoming year, it will be important for CAR to follow-up on the status of the report.
 - CAR members expressed interest in aligning and integrating with campus DEI efforts and to work with allies across campus. Interest was also expressed in meeting with Tabbye Chavous once a semester.
 - CAR could also work in alignment with the Office of Ethics, Integrity & Compliance. For example, could the Ethics, Integrity & Compliance Office offer a hotline as a way to take next steps regarding retaliation and for issues that don’t get addressed through other channels.
 - The attacks on DEI, such as those in Texas and Florida, are important to address. CAR might partner with CFEI on these efforts.
 - CAR members also discussed their own personal frustrations with trying to make use of the reporting systems at U-M and the difficulties experienced with attempts to address racial issues on campus. There needs to be accountability in order for reporting systems to work. Expectations regarding collegiality can have a negative impact on faculty of color, in that it sets a tone of expecting that faculty of color always “make an effort to smile” despite hostile environments. There is pressure on black faculty to [change the way they express themselves](#) such that dominant cultures can then lead to [rendering racialized and ethnic minority professionals invisible](#).
 - The recent protests during the Honors Convocation was discussed, including the direct parallels to [1970s BAM protests](#).

Adjournment

Respectfully submitted,
Ann Marshall, FSO, Faculty Governance Coordinator