

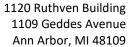
Committee on Anti-Racism Minutes

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

Minutes: 3/28/2024 Circulated: 9/6/2024 Approved: 9/9/2024

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 followup 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