



**Committee on Anti-Racism
Minutes**

September 9, 2024 (regular meeting), via Zoom

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Present: Germine Awad (Chair), Emad Abou-Arab, Solomon Adera, Mark Allison, Nicole Lynn Boucher, Nora Krinitsky, Scott A Martin, Deirdre Diane Spencer (SACUA liaison), Matthew Spradling, Kristen J Verhey.

1. Call to order and there were no objections to approving the minutes.
2. Welcome from Chair Germain Awad and CAR introductions
3. CAR 2024-2025 Charge discussion included the following topics:
 - There is concern that national trends are impacting the U-M Regents without data to support claims, such as attacks on diversity statements. There is a U-M committee looking at diversity statements and Chair Gigi Awad also serves on this committee.
 - CAR raised questions about what kind of data is available and how to best measure the impact of diversity initiatives, outcomes, and change over time, including: data as important for accountability; data on U-M faculty of color leaving U-M and identifying factors for faculty retention; the importance of addressing structural issues; there are also communication issues, especially at such a large university; Interest was expressed in working with ODEI; how to create and measure efforts that have an actual meaningful impact?
 - Disparities across the Ann Arbor, Flint, and Dearborn campuses regarding diversity efforts, racial climate, and faculty of color recruitment and retention.
 - Challenges with the U-M administration not acknowledging and/or addressing anti-Arab racism and the importance for CAR to address anti-Arab racism. At the federal level, there is a [new Office of Management and Budget \(OMB\) policy](#) for collecting data on race and ethnicity and the need to correctly understanding the nuances and shortcoming of available data.
 - CAR plans to continue its work on pursuing a race-based misconduct U-M report to be prepared by the Equity, Civil Rights, and Title IX (ECRT) office similar to its Title IX report on sexual and gender-based misconduct.
 - It can be challenging to know about all of the U-M antiracism and DEI efforts given compartmentalization and decentralization at U-M.
4. Action Items and Next Steps
 - By the October 10th meeting, CAR members will compile publicly available DEI and anti-racism data and metrics to help inform how CAR will focus its efforts for 2024-2025.
 - Chair Gigi Awad will contact ODEI-VP Chavous regarding CAR 2024-2025 planning and to ask about scheduling a CAR meeting with the Vice Provost.
 - CAR member Matthew Spradling will share info. via email about benchmarking of DEI at Ann Arbor, as compared with Dearborn and Flint.

Adjournment

Respectfully submitted,

Ann Marshall, FSO, Faculty Governance Coordinator