



**Committee on Anti-Racism  
Minutes**

November 11, 11 am to noon, 2024 (regular meeting), via Zoom

Minutes: 11/11/2024  
Circulated: 12/6/2024  
Approved: 12/12/2024

**Present:** Germine Awad (Chair), Solomon Adera, Nicole Boucher, Tabbye Chavous (Vice Provost ODEI and CDO), Nora Krinitsky, Ann Marshall (FSO), Scott Martin, Deirdre Spencer (SACUA liaison), Marie Ting (Asst. VP for Equity, Inclusion & Academic Affairs).

**Absent:** Emad Abou-Arab, Mark Allison, Mary Byrnes, Matthew Spradling, Kristen Verhey

1. Call to order and approval of the minutes

2. DEI 2.0 Year 1 Progress Update, Tabbye Chavous, Ph.D., Vice Provost for Equity & Inclusion and Chief Diversity Officer

- The [Year 1 Progress Report](#) progress report is available as well as a [Year 1 Progress report video](#) and a [pdf of the presentation slides](#).
- There are very clear patterns of progress, including for first generation college students and significant impacts made with financial aid (e.g. Go Blue Guarantee and Wolverine Pathways). As a part of these efforts, the number of incoming Latinx, Asian, and black students have increased. The Office of Diversity, Equity, and Inclusion's (ODEI) collaborative efforts has also been impactful in recruiting out-of-state students (who tend to be more affluent) while also making U-M accessible to less affluent instate students.
- Equally important is ODEI's partnerships and support with a wide range student success programs across campus. These programs are impactful in retaining students of many backgrounds and identities and by creating connections so that incoming students are able flourish at U-M.

3. Discussion & Possible Next Steps

- There was discussion about how CAR can play an impactful role given the current climate. A commitment to anti-racism is important, especially given the intentional spreading of misinformation and the need to push back against white supremacy tactics. It is important to resist the siloing of groups and to work in support of "rising all boats" – anti-racism and intersectional efforts in support of race, gender, women of color, disability, LGBTQ, and veteran identities.
- The October 16, New York Times article has unfortunately been a tool of misinformation about DEI at U-M. For example, given the size of U-M's budget, the amount spent on DEI is a very small fraction of the budget (less than .0024%) and the number quoted in the article is the amount spent over 8 years.
- CAR expressed interest in supporting better transparency about U-M's budget and working towards a more robust and accurate narrative about DEI's budget and its impact. For example, CAR could partner with SACUA Chair Rebekah Modrak and Geoff Chatas' office to provide a more accurate counter narrative to the New York Times article.
- CAR Chair Germine Awad will meet with SACUA Chair Rebekah Modrak to consider next steps.

Adjournment

Respectfully submitted,

Ann Marshall, FSO, Faculty Governance Coordinator