



**Committee on Anti-Racism  
Minutes**

December 12, 11 am to noon, 2024 (regular meeting), via Zoom

Minutes: 12/12/2024

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**Present:** Germine Awad (Chair), Emad Abou-Arab, Solomon Adera, Nora Krinitsky, Ann Marshall (FSO), Scott Martin, Deirdre Spencer (SACUA liaison), Matthew Spradling.

**Absent:** Emad Abou-Arab, Mark Allison, Nicole Boucher, Mary Byrnes, Kristen Verhey

1. Call to order and approval of the minutes

2. DEI updates and next steps

- There were a number of DEI updates. The Regents had privately discussed cuts to DEI, and SACUA Chair Rebekah Modrak emailed faculty alerting them to the proposed DEI cuts. A petition telling the Regents to "protect DEI" received over 2,700 signatures. A rally in support of DEI, held on the diag on December 2nd, was very well-attended despite the cold weather, had moving speakers, and was overall very positive. That same week, the [Regents met](#) and did not announce cuts to DEI. They have however attacked Rebekah Modrak.
- In addition, concerns were raised about U-M's messaging and processes related to its new diversity statements policy. The Provost convened a Faculty Diversity Statement Working Group and, as a part of its findings, the group learned that a number of U-M units did not require diversity statements. The working group's first set of recommendations was to allow U-M units to set their own diversity statement policies. The Regents did not accept this first set of recommendations and the working group's report on these recommendations was not made public. The working group's second set of recommendations concluded that U-M can and should collect faculty diversity statements, but not as *standalone* statements. The *Record* article (see [links](#)) is an oversimplification of the working group's recommendations and the Regents seemed most interested in conveying a message that U-M bans diversity statements.
- CAR discussion included that the DEI petition and rally successfully informed the Regents and positively impacted the December Regents' meeting; attacks on DEI, as well as the 2024 election results, have intensified hostile environments and fear; the Regents and administration as currently dysfunctional on these issues; dismay over the attacks on Dr. Tabbye Chavous; discussion about how CAR can be most effective during this time; increased concerns about retaliation; how to support and be supported by social movements at U-M and more broadly.

3. CAR brainstorming on compilation of U-M metrics and collaboration with ODEI

- CAR is interested in working with ODEI to share over 150 pages of testimonials about the importance of DEI, including posting the testimonials on CAR and ODEI's websites.
- CAR can identify U-M metrics and write a piece on literacy and how to read such statistics, i.e. the number of black students on campus and how to correctly interpret this.
- The article could be submitted to the Daily and/or the Detroit Free Press
- The importance of countering misinformation
- A strength of CAR is its multidisciplinary membership and bringing together different sets of expertise
- The importance of focusing on anti-racism, not "watering it down," and that anti-racism is naturally intersectional
- DEI is the word of the day, similar to attacks on critical race theory, affirmative action, etc.



#### 4. CAR Next Steps and Action Items

- Chair Gigi Awad will begin to draft an initial outline of a CAR-authored document (see #3)
- At the January meeting, assign various parts of the outline to CAR members
- Create a plan of how to present the information
  - add links and build on previous work
  - several versions: 1) short and 2) more in-depth

Adjournment