



Report on Activities of Committee on Anti-Racism for 2025-2026

I. Overview:

- *From:* Gigi Awad, Chair, Committee on Anti-Racism (CAR)
- *Subject:* Report on Activities of Committee on Anti-Racism (CAR) for 2025-2026
- *Committee Members:* Emad Abou-Arab, Solomon Adera, Mark Allison, Germine Awad (Chair), Nicole Boucher, Mary Byrnes, Stephanie Hicks, Nora Krinitsky, Scott Martin, Deirdre Spencer, Kristen Verhey, Denice Vliet
- *SACUA Liaison:* Rogério Meireles Pinto
- *Meeting Dates:* September 18, Oct. 20, November 21, January 15, February 16, March 16, April 16

II. 2025-2026 Committee Charge

1. Reach out to the new Vice Provost for Access and Opportunity (the new version of the Vice Provost of Equity and Inclusion) to work out the scope of this new administrator's work and to understand how Michigan's core values of diversity, equity, and inclusion will be upheld and implemented. Encourage the new Vice Provost to remain committed to the university's mission and core values.
2. Consider the impacts of current political pressures on faculty teaching and researching about matters of race and ethnicity. Develop recommendations for consideration by SACUA for submission to the Office of the Provost to help address these challenges. Develop a resource list for faculty regarding issues related to race and racism.
3. Consider emergent issues or topics brought forward by CAR committee members for discussion over the course of the year. The committee may also continue discussing any issues or topics raised in the committee's most recent annual committee report.

III. Committee Guests

Access & Opportunity

- Angela Dillard, Vice Provost for Undergraduate Education and Interim Vice Provost for Access and Opportunity and
- Catalina Ormsby, Assistant Vice Provost for Access and Opportunity

Enrollment Management

- Adele Brumfield, Vice Provost for Enrollment Management

Civil Rights

- Tanesia White, Director for Civil Rights
- Tanya Castrogiovanni, Associate Director for Civil Rights

IV. Information Obtained & CAR Discussion Topics

- **Access and Opportunity (A & O):** A & O has faced funding and staffing challenges and submitted a request for increased funding. There is a need to build a mutually supportive coalition for faculty colleagues who have been deeply affected by the Trump administration cuts, including



for junior faculty who have lost grants and staff. The entire infrastructure has been shaken and there have been many losses nationally. A & O has focused on: 1) developing the groundwork for the future of A & O, 2) building community, and 3) redrafting the mission and vision of A & O.

- **A & O Faculty Outreach:** Assistant Vice Provost Catalina Ormsby is available to meet with faculty as part of her responsibilities with A & O.
- **Enrollment Management:** [Applications to U-M have again set records in 2026, with increases in applications from both transfer and African American students.](#) There was discussion about how to make U-M more welcoming place, including across socioeconomic indicators. The high cost of living in Ann Arbor and challenges with public transportation were discussed. Enrollment Management works with high school counselors, social media, and alumni, and also plans in-person student visits. Enrollment Management is beginning to work on a multi-year enrollment plan.
- **Civil Rights:** Even when there isn't enough evidence of a legal violation of discrimination or harassment (see [SPG 201.89-1](#)), the U-M Civil Rights Office is still able to respond when civil rights climate concerns are raised. Their work extends beyond an investigative role to include referrals, climate work, training, collaborations with HR and Michigan Medicine, providing informal support, and connecting members of the campus community to mediation and restorative options. They also work with trauma-informed practices.
- **Civil Rights Climate Work:** The Civil Rights Office expressed interest in hearing from faculty about any climate concerns. If faculty hear of an issue or about repeated concerns, please reach out to the Civil Rights Office. They have an amazing trainer liaison who can provide support.
- **Pressures with terminology:** CAR members discussed concerns that units and faculty have faced pressure to use (or not use) words related to DEI, race, and social justice, etc. This has caused some units to over-correct instead of pushing back with the use of data and in support of U-M values.
- **ECRT policy on mandatory reports:** Questions were raised about how the [new policy](#) might affect classroom and other conversations about controversial topics.
- **OMB revised guidelines on race and ethnicity:** In 2024, the federal Office of Budget and Management added a Middle Eastern and North African category and combined the race/ethnicity question. There are questions about how U-M and other universities should best collect data given the [guidelines](#). The new questions should allow universities to collect better data than before.
- **Early decision:** CAR discussed U-M's new early decision begun this past year. While data is not yet available, there is a risk that early decision could negatively impact U-M enrollment regarding access and opportunity.

IV. Possible CAR Next Steps & Recommendations

- **Listening Session with students:** CAR expressed interest in devoting one of their 2026-2027 meetings to holding a listening session with students who are active with Trotter, La Casa, and other relevant student organizations.
- **Faculty outreach to high schools:** U-M Enrollment Management expressed interest in collaborating with faculty governance to communicate the range of faculty voices at U-M and to highlight what is available at U-M as part of their ongoing outreach to high schools. Such an initiative could have many benefits, including encouraging more first-gen applicants to consider pursuing a college degree. Enrollment Management has a communications specialist who could



be involved in the project.

- **Feedback on Civil Rights report:** The U-M Office of Civil Rights will soon release its first public civil rights report. The Office of Civil Rights has encouraged CAR feedback on the report.
- **Regent Accountability:** CAR members discussed interest in helping to develop some mechanism to hold the regents more accountable to the U-M community. For example, there might be a report card or tool similar to the AEC survey. It was also suggested that individual faculty might work together on this project separate from faculty governance and/or in collaboration with an entity such as the AAUP. The intent would be to make better data available.

V. Overall Summary of Committee Work (100-words or less)

CAR has had much work to do in 2025-2026 given the prevalence of racism in the current climate. As part of this work, CAR met with five guests, including leadership from Access & Opportunity, Enrollment Management, and the Civil Rights Office. CAR discussions have also led to possible projects for 2026-2027 that include holding a listening session with students, planning targeted faculty outreach to high schools, providing feedback on a civil rights report, and identifying strategies to follow regents' actions more closely. Members find CAR meetings to be a space for important conversations and meaningful support during these challenging times.