



**Committee on Anti-Racism (CAR) Minutes:
March 16, 2026, at 10-11 am (regular meeting), via Zoom**

Meeting Information:

Circulated: 4/10/26

Approved: 4/16/26

Present: Germine Awad (Chair), Solomon Adera, Emad Abou-Arab, Tanya Castrogiovanni (guest), Stephanie Hicks, Nora Krinitsky, Ann Marshall (FSO), Scott Martin, Deirdre Spencer, Kristen Verhey, Denice Vliet, Tanesia White (guest)

Absent: Mark Allison, Nicole Boucher, Mary Byrnes, Rogério Meireles Pinto (SACUA liaison)

Minutes:

1. The meeting was called to order.
2. Civil rights at U-M update and discussion
 - a. Chair Awad welcomed guests Tanesia White, Director for Civil Rights, and Tanya Castrogiovanni, Associate Director for Civil Rights, and attendees introduced themselves.
 - b. Director White provided an introduction and overview. The U-M Civil Rights team is a part of [ECRT](#) and their office is responsible for assessing and providing consultation on discrimination and harassment concerns raised by faculty, staff, or students as described under [SPG 201.89-1](#). The office provides education and training that can include policy updates, collaborative efforts, standard trainings, and customized trainings. Response and resolution may include a formal investigation, informal resolution, adaptable resolution, mediation, and climate work. Compliance work includes policy revision and implementation, Title VI/Title VII, Section 503 and VEVRRA, and Equal Employment Opportunity. A civil rights report and employee training module are both in progress.
 - c. Discussion covered the following topics and comments:
 - i. In the past two years, the U-M Civil Rights Office worked with university leadership to update the employee discrimination and harassment policy (SPG 201.89-1), drafted a new student policy for harassment and discrimination, and has worked closely with OSCR, the Dean of Students Office and U-M Housing for reporting. Their work extends beyond an investigative role to include work on referrals, climate work, training, collaborations with HR and Michigan Medicine, and providing informal support.
 - ii. Appreciation was shared for the work of the Civil Rights Office, and a committee member commented that racism can often be hidden and manifest as something else. The Civil Rights Office noted that, even when there isn't evidence of a legal violation, their office is still able to provide education, support, and connect members of the campus community to resources, mediation and/or restorative options. They also work with trauma-informed practices. Examples of possible options in the case of a raised concern also include allowing a student to switch sections of a course, receive a coursework extension, submit work in another way, change a work shift, or modify housing arrangements. A committee member asked if, given the climate under the Trump administration and the recent hostility towards pro-Palestinian student protestors, whether ECRT data gets released to federal authorities. The policy of the Civil Rights Office to refer any such inquiries to the Office of General Counsel. A faculty member recommended that the new civil rights report not be released during the summer when faculty and students are away. The number of staff in ECRT has grown to include a communications staff member who will help with the publishing of the



- report. Since the Civil Rights report will be in its first iteration, feedback is particularly encouraged.
- iii. A committee member asked how CAR and faculty can support civil rights work. The Civil Rights Office expressed interest in hearing from CAR and faculty about any climate concerns. If faculty hear of an issue or are repeatedly hearing about a concern to please reach out to the Civil Rights Office. The office has an amazing trainer liaison who can provide support. In addition, feedback on the soon-to-be-released civil rights report would be much appreciated.
3. The minutes were approved by unanimous consent.
 4. Adjournment

Respectfully Submitted,

Ann Marshall, Faculty Governance Coordinator