



Committee on Anti-Racism Minutes

September 18, 3 pm, 2025 (regular meeting), via Zoom

Minutes: 9/18/2025

Circulated: 10/24/2025

Approved: 10/29/2025

Present: Emad Abou-Arab, Germine Awad (Chair), Solomon Adera, Stephanie Hicks, Nora Krinitsky, Ann Marshall (FSO), Scott Martin, Rogério Meireles Pinto (SACUA liaison), Veri Spradling, Deirdre Spencer, Kristen Verhey, Denice Vliet

Absent: Mark Allison, Nicole Boucher, Mary Byrnes

1. The meeting was called to order, the minutes were approved, and CAR members introduced themselves.

2. Chair Updates

- There is a lot of work for the committee to take on this year, as there is much racism during the current climate. The article that CAR wrote last year was shared with SACUA as part of CAR's final report and is available publicly on CAR's website.
- The upcoming year provides opportunities to collaborate with other committees, to consider possible consolidation of committees, and to consider adding "civil rights" to CAR's name with "anti-racism" continuing to be listed first. DEI has become the new "affirmative action" as terminology that has become a focus of attack from the right.

3. Review and discussion of the CAR Charge

- The [2025-2026 CAR charge](#) was reviewed and discussed.
- U-M's new Vice Provost for Access and Opportunity position is part-time and the university has been having difficulty recruiting candidates for the position.
- There are concerns about U-M administration providing feedback to units about their use of terminology, and units over-correcting as a response. It is important to have spaces to push back and to not capitulate. There is concern within units about staff losing their jobs. It is important to use data to support claims as steps are made to move forward.
- The [new expanded ECRT policy on mandatory reporters](#) has raised concerns, including that conversations about controversial topics could be targeted.
- **Possible Action Item:** CAR can offer resources, expertise, and support to faculty whose research might be targeted. Faculty want to share their work, e.g. with the press, and yet people with nefarious motives could contact faculty. There are resources on how to navigate such circumstances and CAR can post such resources on their website. There was discussion about CAR partnering with the National Center for Institutional Diversity (NCID).
- A CAR member shared their appreciation for conversations last year that it is important for CAR to contribute to the archive, to think long term, and to deliberately document what is happening.
- There was discussion about Michigan Medicine's pause on Gender Affirming Care and how excruciating the impact has been on providers and especially patients. The decision was made by lawyers without patient care in mind. Safe spaces are very important during this difficult time. It was recommended that chat be made available during zoom events so that participants can be in touch with each other.

4. Next Steps & Action Item: Angela Dillard, Vice Provost for Undergraduate Education and interim Vice Provost for Access and Opportunity, will be invited to an upcoming CAR meeting.

Adjournment

Respectfully Submitted,
Ann Marshall, Faculty Governance Coordinator