



### Committee on Anti-Racism Minutes

October 29, 10 am, 2025 (regular meeting), via Zoom

Minutes: 10/29/2025

Circulated: 11/14/2025

Approved: 11/21/2025

**Present:** Germine Awad (Chair), Solomon Adera, Mark Allison, Ann Marshall (FSO), Scott Martin, Rogério Meireles Pinto (SACUA liaison), Deirdre Spencer, Matthew Spradling, Denice Vliet

**Absent:** Emad Abou-Arab, Nicole Boucher, Mary Byrnes, Stephanie Hicks, Nora Krinitsky, Kristen Verhey

**Guests:** 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

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

2. Discussion on potential partnerships and mutual support between CAR and Access & Opportunity (A & O)

- The U-M loss of ODEI and of Dr. Tabbye Chavous have been tremendously difficult. It has had a dramatic impact on the people who worked within ODEI and resulted in the loss of much capacity. What remains is A & O, and while ODEI was centralized and centralizing, there has been a mandate that ODEI not be rebuilt.
- Access and Opportunity includes three central units, the Center for Educational Outreach (CEO), the Office of Academic Multicultural Initiatives (OAMI), and Wolverine Pathways (WP), as well as five affiliate partners.
- With their current budget, A & O face capacity and staffing challenges and have recently submitted a funding request. NCID, ADVANCE, and CLRT have tried to fill gaps regarding inclusive teaching. 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. Entities such as NCID, ADVANCE and MLK haven't experienced cuts. OAMI offers cultural programs for first gen and Pell-eligible students and also provides undergrad success coaching. Websites have been audited for impact. U-M does early admission and there are efforts to keep in-state admissions at fifty percent.
- Federally, in 2024, OBM revised data collection guidelines for race and ethnicity, adding a Middle Eastern and North African category and a combined the race/ethnicity question. MENA students had previously been counted as white. There are questions about how U-M and universities more widely should best collect accurate data, and one of the concerns with the elimination of ODEI was the loss of data collection. IPEDs data has been impacted. OEM manages data and ISR and the Bentley have archiving projects.
- The intent has been to lay the groundwork for the future of A & O, to do outreach, build community, and redraft the mission and vision of A & O.
- Faculty have expressed feeling betrayed by the U-M administration with the elimination of ODEI and the pursuit of capitalist-focused goals.

3. Action Items

- Catalina Ormsby's responsibilities include faculty outreach, and she is available to meet with faculty. Catalina Ormsby will share her contact information and a slide deck by email.
- As a next step, CAR could consider meeting with Adele Brumfield, Vice Provost for Enrollment Management.

Adjournment

Respectfully Submitted,  
Ann Marshall, Faculty Governance Coordinator