



Committee on Anti-Racism Minutes

November 21, 1 pm, 2025 (regular meeting), via Zoom

Minutes: 11/21/2025

Circulated: 01/9/2026

Approved: 01/15/2026

Present: Germine Awad (Chair), Emad Abou-Arab, Solomon Adera, Stephanie Hicks, Ann Marshall (FSO), Rogério Meireles Pinto (SACUA liaison), Deirdre Spencer, Kristen Verhey

Absent: Mark Allison, Nicole Boucher, Mary Byrnes, Nora Krinitsky, Scott Martin, Denice Vliet

1. The meeting was called to order and the minutes were approved by consent.

2. CAR member updates

- There was discussion about the need for higher education policy change and the electoral organizing that could bring this about, such as the recent creation of a higher ed political caucus. Regent Brown and Regent Acker are running for re-election in 2026.
- All [nine Faculty Senate motions](#) passed with an 80% or more vote of approval, signally a clear faculty mandate on how to move forward, despite difficult circumstances. Faculty who have taught in states such as Texas and Florida are well-versed in strategies to work with legislators who are unfriendly to higher education. Times call for bold leadership and speaking up.
- The National Center for Institutional Diversity (NCID) may change their name, which is concerning especially given the legacy of NCID. The University Diversity & Social Transformation professors also expressed concerns about the change. NCID will celebrate its 20th anniversary this year. There was discussion about how CAR might offer support.
- Trotter and MESA are [being reorganized into a single unit](#) within Student Life.

3. Follow-up discussion of meeting with VP Angela Dillard

- Appreciation was shared for the work of VP Angela Dillard and Assistant VP Catalina Ormsby. Assistant VP Ormsby is responsible for liaisoning with faculty within the Office of Access and Opportunity (A & O), and CAR members expressed interest in working with her. VP Dillard's role with A & O is interim. It has also been recommended that CAR might meet with Adele Brumfield, Vice Provost for Enrollment Management.
- A current challenge is that it is not yet known who the next U-M President will be.
- **Action Items:** Chair Awad will reach out to VP Ormsby to consider next steps and also to Vice Provost Brumfield.

4. Initial Plans for a CAR statement

- **Action Items:** Chair Awad will work on preparing an initial draft of a CAR statement. The intent of the statement is to provide context to the many concerning trends in higher-ed. In particular, what does it mean for changes to occur because of the use of certain words? The statement would make connections to the legacy of U-M and to being the leaders and the best. Why are you trying to change this when it is part of U-M's legacy? Changing words and titles have long term ramifications. The word diversity has been used long before attacks on DEI began.
- The statement could then go to the Senate Assembly as a resolution and/or could be published in the Daily.
- The next meeting will be held on January 15th. The December meeting will not be held to allow for time to prepare the draft CAR statement.

5. Matters Arising



- There was discussion about how CAR members might provide input to the U-M presidential search. [Representatives from faculty government were not included](#) in the presidential search process. CAR could reach out to [individual members of the Presidential Search Advisory Committee](#).

Adjournment

Respectfully Submitted,
Ann Marshall, Faculty Governance Coordinator