The Anti-Racism Collaborative

Tabbye M. Chavous, NCID Director
Mary Lai Rose, Program Manager, NCID/Anti-racism Collaborative

Associate Deans Group Meeting | February 11, 2022

NATIONAL CENTER FOR INSTITUTIONAL DIVERSITY
UNIVERSITY OF MICHIGAN

Provost's Anti-Racism Initiative

Anti-Racism Tenure-Track Faculty Hiring Program

Cycle 1 - Winter 2021 (8 faculty):

- *Racial Justice in Healthcare: Informatics & Data-Driven Approaches* (Nursing, Medicine, Pharmacy, Public Health)

- *Racial Justice & Technology* (Public Policy, Information, Art & Design)

Cycle 2 - Fall 2021 (7 faculty):

- *Advancing Anti-Racism Through Arts-Based Social Work Practice, Arts Leadership, and Community Engagement* (Social Work; Music, Theatre & Dance)

- *Indigeneity, Race, and American Belonging* (LSA)

Anti-Racism Collaborative

Launched in March 2021, the Collaborative is hosted, in partnership with the Provost's Anti-Racism Initiative, by the National Center for Institutional Diversity (NCID) as part of NCID's overall mission to support diversity scholars & scholarship

Advancing Public Safety at the U-M Task Force

– Group of U-M and community stakeholders conducted an initial and comprehensive review and assessment of DPSS current practices

– Recommended next steps for on-going work to improve public safety

The National Center for Institutional Diversity (NCID) is home to the **Anti-Racism Collaborative***, a strategic space created to facilitate University of Michigan (U-M) community engagement around research and scholarship focused on racial inequality, racial justice, and anti-racist praxis.

**The Anti-Racism Collaborative is an NCID program.*

The Anti-Racism Collaborative–a strategic space for U-M community engagement around anti-racism/racial justice research and scholarship

Coordinated Activities:

- Resources/ Research Funding
- Professional Development
- Community Building
- Promoting Scholars & Their Scholarship

Impacts:

- Scholars access and use resources to advance innovative scholarship
- Enhanced connection and sense of community among scholars
- Enhanced awareness and visibility of scholars and their scholarship in unit and campus communities
- Scholars are supported as change agents

Short-Term Outcomes:

U-M trains, recruits, retains anti-racism/racial justice scholars

Long-Term Outcome / Vision:

U-M is a vibrant, generative place for anti-racism/racial justice scholarship that acknowledges and disrupts systemic racism in society

ARC Coordinated Activities

- Events, Seminars, Symposia
- Funding Opportunities
- Research & Professional Development
- Support for Community Building
- Communications Strategies to Amplify and Elevate Scholars & their Scholarship

Events, Seminars, Symposia

2021
DIVERSITY, EQUITY & INCLUSION
VIRTUAL SUMMIT

ANTI-RACISM RESEARCH & SCHOLARSHIP FOR ACTION

NATIONAL CENTER FOR INSTITUTIONAL DIVERSITY
UNIVERSITY OF MICHIGAN

Ketra Armstrong *(Kinesiology)*
Susan Woolford *(Medicine)*
Louise Toppin *(Music, Theatre, & Dance)*
Stephanie Fryberg *(LSA)*

Anti-racist & community-centered research approaches for a more just & equitable society

January 25, 2022

Melissa Borja
American Culture

Charles H.F. Davis III
Higher Education

William Lopez
Public Health

Deborah Rivas-Drake
Education & Psychology

Celeste Watkins-Hayes
Public Policy & Sociology

Anti-Asian Hate & the Mental Health Crisis on College Campuses

Keynote Speaker:
Kevin Nadal

Moderator:
Marcia Liu

Panelists:

Anmol Satiani

Ian Shin

Sam Museus

Hendry Ton

THE STEVE FUND

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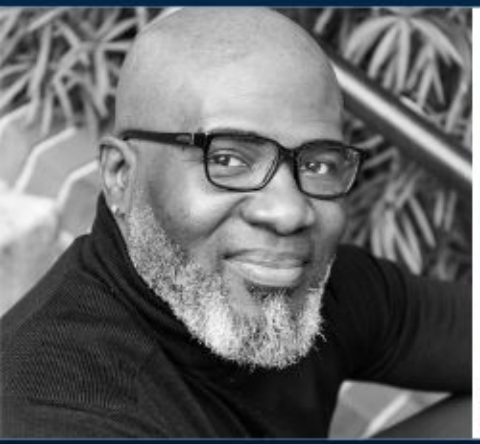
Re-Centering Black Voices in the Arts

February 18, 2022



Antonio Cuyler
Assoc. Prof. of Arts Administration at Florida State University, and Visiting Assoc. Prof. of Theatre & Drama at the University of Michigan

Kimberly Mack
Assoc. Prof. of African American Literature and Culture at the University of Toledo

Joyce McCall
Asst. Prof. of Music Learning and Teaching at Arizona State University

Louise Toppin
Professor of Voice at the University of Michigan

Campus Compact

Michigan Journal of Community Service Learning

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Centering Social Justice in Community Engagement

Thursday, February 24 | 4:00–5:30 p.m. ET

Funding Opportunities

Funding Opportunities

- Over **$980K** in ARC grant and fellowship funding awarded to date
  - **21** graduate student grantees
  - **20** faculty-led research projects (supporting **43** U-M faculty and research staff)
  - **3** ARC Postdoctoral Fellows
  - **5** faculty Research & Community Impact Fellows

Funding partners and co-sponsors include:
Office of the Vice President for Research (OVPR); Rackham Graduate School; Anti-Racist Digital Research Initiative (U-M Libraries, LSA Technology Services)

Funding Opportunities: *Rackham/NCID Anti-Racism Summer Research Grants for Graduate Students*

20 student project grants ($5K) awarded in summer 2021; examples include:

- ★ **The Intersectional Impact of Power: Social Movement Framing Processes of Black and White Food Justice Activists in NYC**
- ★ **Where are Mi Gente? Codeswitching our Blackness and Latinidad in the Music Classroom**
- ★ **What Could Be: A Phenomenological Examination of Leader Identity Development Among Faculty of Color**
- ★ **Ancestors and Algorithms: African and Black Diasporic Knowledge Systems for Ethnocomputing**
- ★ **An Embodied Exploration of Mathematical Teaching, Learning, & Doing for Social Justice**
- ★ **An Exploration of Anti-racism Education in Social Work**

U-M grantee units represented: *Education; Engineering; LSA (Humanities & Social Sciences); Music, Theater & Dance; Social Work, SEAS*

Funding Opportunities: *OVPR Anti-Racism Grants*

8 project grants ($50K & $100K) awarded in summer 2021

- ★ **Whose War? Whose Peace?: Quantifying Racial Inequality in the Impacts of the WWII G.I. Bill**
- ★ **The ARC Towards Justice Project: A Pilot Project for Developing Anti-racist Public Health Departments**
- ★ **Surveillance Tech and the Racial Divide: Using Videovoice to Capture Black Experiences of Policing among Eastside Detroiters**
- ★ **Racial Code-Switching: Unmasking the Psychological, Cognitive, and Physiological Implications**
- ★ **Grassroots Role Models: Anti-racism through Generative STEM**
- ★ **Addressing Intersectional Racism and Transphobia through Legal Gender Affirmation for BIPOC Transgender Women**
- ★ **Enhanced Energy Monitoring For Energy Justice in Detroit**
- ★ **Promoting Racial Equity in Newborn Drug Testing: A Justice-Informed, Participatory Mixed Methods Study**

U-M units represented in PI Teams: *Art & Design; Engineering; Information, ISR, LSA (Humanities & Social Sciences); Medicine; Public Health*

Funding Opportunities: *NCID Research Seed Grants to Advance Anti-Racism*

6 project grants (up to $20K) awarded in fall 2021

- ★ **More Allies Than Adversaries: An Exploratory Qualitative Study on Allyship and Racial Solidarity between Latinx Immigrant and Black Youth in Baltimore**
- ★ **Anti-racist Action by Cities and Communities to Respond to Racist Police Violence**
- ★ **Supporting Border Crossing for Marginalized STEM Graduate Students Through Mentorship: The Reconciliation of Racial and STEM Identities**
- ★ **Advancing Equity through Teaching with the Arts**
- ★ **The African Diaspora Music Project**
- ★ **Algorithmic Reparation**

U-M units represented in PI Teams: *Social Work; Education; Public Health; LSA (Natural Sciences & Social Sciences); UMMA; Music, Theatre & Dance*

Funding Opportunities: *Anti-Racist Digital Research Initiative Grants*

Partnership with U-M Library, LSA Technology Services, NCID

6 project grants ($5K) awarded in winter 2022

- ★ **Anti-HMoob Violence Report**
- ★ **The First 100: 50 Years of Chicanas Changing Knowledge, the Digital Archive**
- ★ **Detroit River Story Lab: Planning the Architecture of a Collective Memory Commons**
- ★ **Recollecting Flint's Historic Southside**
- ★ **Digital Archive of the James and Grace Lee Boggs Center**
- ★ **It Was All A Dream: A Digital Ethnohistory of Contemporary Political Insurgency at Florida A&M University**

U-M units represented in PI Teams: *Education; LSA (American Culture, Comparative Literature, English, History, Residential College); U-M Flint-Arts & Sciences*

Research & Professional Development

Research & Professional Development

- Public engagement and impact workshops (3)
  - Partnership with Center for Academic Innovation
  - Example: *Amplifying Your Anti-Racist & Racial Justice Work*
- ***ARC Postdoctoral Fellows***
  - Laura-Ann Jacobs, PhD (*SPARX Project*, Education, LSA, & Public Health; Mentors: D. Rivas-Drake & E. Neblett)
  - Dominique Adams-Santos, PhD (*Center for Racial Justice,* Public Policy, Mentor: C. Watkins-Hayes)
  - Du Bois-Mandela-Rodney/NCID Postdoctoral Fellow (TBA)
    - Partnership with Dept of Afroamerican & African Studies

Supports for Community Building

Supports for Community Building

- Diversity Scholars Network at U-M
- Kamala Harris Public Syllabus Project
  - In partnership with U-M *Debate & Democracy* Initiative
- Graduate Student Anti-racism Grantees monthly meetings
- Faculty Listening Sessions
- Campus Anti-Racism Resources

Faculty Listening Session Themes

Needs and Aspirations for ARC:

- Clearinghouse for existing U-M scholars, units/groups, projects, activities, and resources sessions
- Community for scholarly exploration & discussions of anti-racism definitions/frameworks
- Space for elevating & amplifying scholarship on racism and racial justice
- Location for resources (financial & time) to support faculty (particularly junior faculty) engagement in racism-related research/scholarship
- Vehicle for community impact (dissemination, application)
- Space for U-M community building and connections of racism scholars across disciplines

Faculty Listening Session Themes

Needs & Supports for Scholars of Racism and Racial Justice:

- Expand & enhance university structures to support scholars who study racial inequality, equity, & justice
- Ensure that racism and racial justice research is valued - as reflected in disciplinary and institutional structures and recognition/reward systems
- Support and recognize engaged work with communities
- Encourage interdisciplinary conversations, lower barriers to interdisciplinary (including cross-unit) teaching
- Protect scholars who engage in anti-racism research (institutional supports in context of attacks and retaliation)

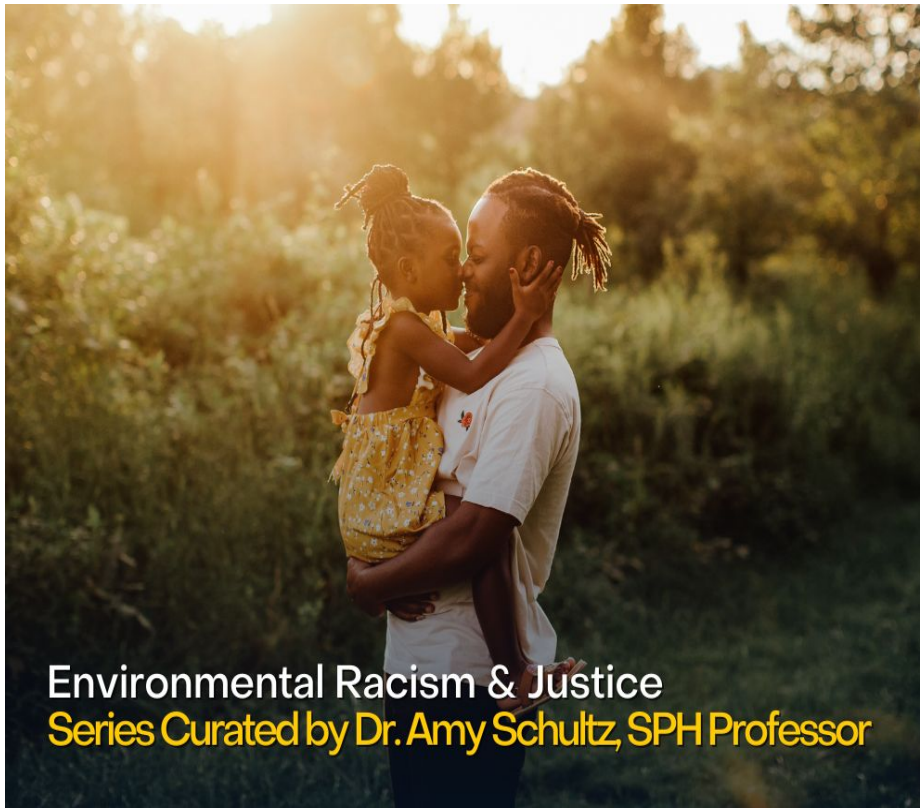
Amplifying Scholars and their Scholarship

Amplifying Scholars & Their Scholarship

- NCID-led public engagement
  - "Democracy & Debate" programming
  - *Spark* online magazine
  - *Currents: Journal of Diversity Scholarship for Social Change*
- Multi-media promotion (social media, higher education publications)
- Targeted outreach
  - To deans, research associate deans, department chairs/directors, DEI Leads, communicators

Public Engagement

Informing perspectives, policies, and practices that center principles of anti-racism and social justice



Public Engagement

Informing perspectives, policies, and practices that center principles of anti-racism and social justice

Diverse: Issues In Higher Education @DiverseIssues · Feb 2

To address the rising mental health crisis, @UMich, @thestevefund and the @UMichNCID brought experts together to create a guide for institutions to better understand and support the mental health needs of their #AAPI students.
@APIA_Scholars @ian_shin

diverseeducation.com
New Guide Shows How Institutions Can Help AAPI Students' Mental ...
Eight experts create a guide for institutions to better understand and support the mental health needs of AAPI students.

9 15

National Center for Institutional Diversity @UMic... · Nov 24, 2021

Looking for evidence for how racism impacts the mental health of people of color? Follow these scholars and tag or mention other experts!

@DrNeblett
@Dr_GigiAwad
@rianaelyse
@DeanKohnWood
@Wizdomisms
@DavidPRivera
@DrRobSellers
@DrDaphneWatkins
@SeannaLeathPhD
@brendesha

23 58

Discussion Questions

- How could ARC be value-added and help support your unit's goals?
- What anti-racism topics would your unit be interested in ARC taking up in its activities and efforts?
- What are the biggest challenges to anti-racism research and engagement work in your school/college community?
- What are your ideas for building interdisciplinary communities around anti-racism scholarship?
- In what ways would you or your unit community be interested in getting involved? (e.g., co-sponsoring events, panels, or seminars; public scholarship, networking with junior and senior scholars, etc.)
- Other questions, suggestions, ideas?