

**Minutes**  
**HSS Committee Against Anti-Black Racism (CAABR) Meeting**  
**February 8, 2023**  
**SSB 103**

Present: Jessica Barnack-Tavlaris, Celia Chazelle (Zoom), Leigh-Anne Francis (Zoom), Janet Gray, Pierre Le Morvan, David Mazeika, Ada Onyewuenyi, Glenn Steinberg, Shaun Wiley, Jane Wong, Simona Wright

Excused: Felicia Steele

1. [Minutes from the 12/14/22 CAABR](#) meeting were approved.
2. Discussion of the 1/25/23 All School meeting discussion of the learning goals:

Committee members reported a very engaged discussion. Participants were broadly in favor of the learning goals, shared their own and their departments' efforts to amplify antiracist curricula, discussed potential further actions, and connected the work to movement in their disciplines.

Many participants mentioned the need for more resources, hires, time, further discussion, and guidance to absorb the learning goals and identify concrete ways to implement them.

For follow-up: Create events to continue the conversation in ways that are directed toward action. Examples: members of the CAABR visit departments; hold discussion groups on specific topics; bring in the Antiracism Advocates to help; offer trainings.

3. Completion of tasks from last semester and new work for this semester (refer to testimony report and [collated notes](#))
  - (a) The [bylaws](#) have been shared with AAS and WGSS for feedback on the membership provision.
  - (b) Review of feedback from the meeting and write a proposal to send to the HSS Curriculum Committee.

Shaun reported on the results of the follow-up survey. Overall, the results indicated strong support for the goals. Out of 22 responses, 16 supported the goals as is, 5 recommended minor or major revisions, and 1 was strongly resistant. The recommendations for revision included reduction of the number of goals and condensing the language; one respondent expressed concerns that the work of implementing the goals would fall on junior faculty.

A Curriculum Working Group (Shaun, Ada, David, Janet) was formed to write a proposal for the HSS Curriculum Committee. The proposal will address the recommendations from the survey by noting that the CAABR has already condensed the goals through a consultation process. The goal is to complete the proposal in time for the Curriculum Committee's March meeting.

(c) Plan to support departments in adopting the goals.

A Planning Working Group (Jessica, Celia, Leigh-Anne, Pierre, Glenn, Simona, Felicia, Jane) was formed to plan events and structures for assisting faculty. Preliminary ideas include best practices workshops, accountability group meetings where faculty will share what they've tried, brief departmental report-ins, and an all-school meeting structured to dismantle departmental silos, as was the January meeting (a Tu/Fr 12:30-1:45).

(d) Prepare a list of courses that address the learning goals, making the list available on the HSS website by March

The Curriculum working group will assemble this list.

#### 4. Meeting schedule for this semester

The CAABR as a whole will meet on the second and fourth Wednesdays of each month at 9:00 am. The Curriculum Working Group and the Planning Working Group will meet separately on the first and third Wednesdays.