

A CALL TO ACTION!!!!

Maurice “Tony” Davis

Dr. Doreen Loury

Tim Wise – Does White America Finally Realize Racism Is Real?

https://youtu.be/_y4a2Bwd_Y0



Say Their Names

Sean Bell - Oscar Grant - Trayvon Martin -
Jordan Davis - Mike Brown - Eric Garner -
Freddie Gray - Claude Reese - Tamir Rice - John
Crawford III - Alton Sterling - Amaud Arbery -
Corey Jones - Jordan Edwards - Botham Jean -
Jonathan Ferrell - Stephon Clark - Terence
Crutcher - Keith Lamont Scott - Clifford Glover -
Randolph Evans - Amadou Diallo - Walter Scott -
Ezell Ford - Laquan McDonald - Tyree Crawford -
Dante Parker - Alonzo Smith - Keith Childress Jr.
- Jamar Clark - Anthony Ashford - Paul O'Neal -
Brian Keith Day - Richard Perkins - Michael Lee
Marshall - Sylville Smith - Akai Gurley -
Christopher Whitfield - Eric Reason - Joseph
Mann - Kevin Matthews - Michael Noel - Leroy
Browning - Felix Kumi - Tommy Yancy - Jerame
C. Reid - Jason Harrison - Jordan Baker -

Sandra Bland - Breonna Taylor - Atatiana Jefferson
- Aiyana Stanley-Jones - Yvonne Smallwood -
Renisha McBride - Natasha McKenna - Bettie
Jones - Pamela Turner - Janet Wilson - Alteria
Woods - Mya Hall - Michelle Cusseaux - Alexia
Christian - India Kager - Dominique Clayton -
Jameela Barnette - Tanisha Anderson - Charleena
Lyles - Tiara Thomas - Yvette Smith - Eleanor
Bumpurs - Alberta Spruill - Kathryn Johnston -
Deborah Danner - Korryn Gaines - Joyce Curnell -
Symone Marshall - Kendra James - Malissa
Williams - Kayla Moore - Martina Brown - LaTanya
Haggerty - Janisha Fonville - Pearlie Golden -
Tarika Wilson - Tyisha Miller - Shereese Francis -

And countless others...

JAMBOARD REACTIONS

<https://jamboard.google.com/d/1W05H-taIJr9tE1Y9YAHMjEOh1gYcqIJ6TU3tPw2mj4/viewer?f=0>

What were your emotions/thoughts after the Verdict?

- FEAR
- RELIEF
- THANK YOU JESUS!
- VINDICATED
- LIFE AFFIRMING
- MAYBE WE CAN MOVE FORWARD
- THIS COUNTRY HAS A CHANGE
- WHAT CAN I DO TO HELP
- FINALLY – JUSTICE
- TIRED OF HEARING AND TALKING ABOUT RACE/RACISM
- LET'S MOVE ON
- WHAT'S NEXT
- NOT ANY DIFFERENT
- WILL POLICE OFFICERS BECOME BETTER OR WORSE

A CONVERSATION

What this conversation is:

- A discussion to help all of us be better at supporting our students, friends/colleagues and ourselves effectively in this ever evolving racial moment, in the wake of persistent police brutality and Anti-Black racism
- Acknowledging, Respecting and Engaging beyond words and moving toward ACTION
- A moment to listen and reflect

What this conversation is not:

- A workshop
- A pity party for POC or a place to swim in the waters of white guilt
- A place to play “devil's advocate”
- The end all-be all
- Expert advice from POC

Terminology

- **Racism** - The essential feature of racism is not hostility or misperception, but rather the defense of a **system** from which advantage is derived on the basis of race.
- **Institutional racism** refers to discriminatory treatments, unfair policies, or biased practices based on race that result in inequitable outcomes for whites over people of color and extends considerably beyond prejudice.
- **Systemic Racism** refers to whites' historical and systematic oppression of non-European groups that manifests in the structure and operations of racist societies like the United States. It is reflected in disparities regarding wealth, income, criminal justice, employment, housing, health care, and education, among other factors.

RADICAL EMPATHY

Moving beyond walking in someone else's shoes and requires taking actions that will not only help that person but will also improve (transform) our society. – Terri E. Givens

Terminology

- **Anti-blackness**
 - Refers to our society's hatred of blackness
 - **"It's a theoretical framework that illuminates society's inability to recognize our humanity — the disdain, disregard and disgust for our existence." -Dr. Ross**



Anti-Blackness Continued

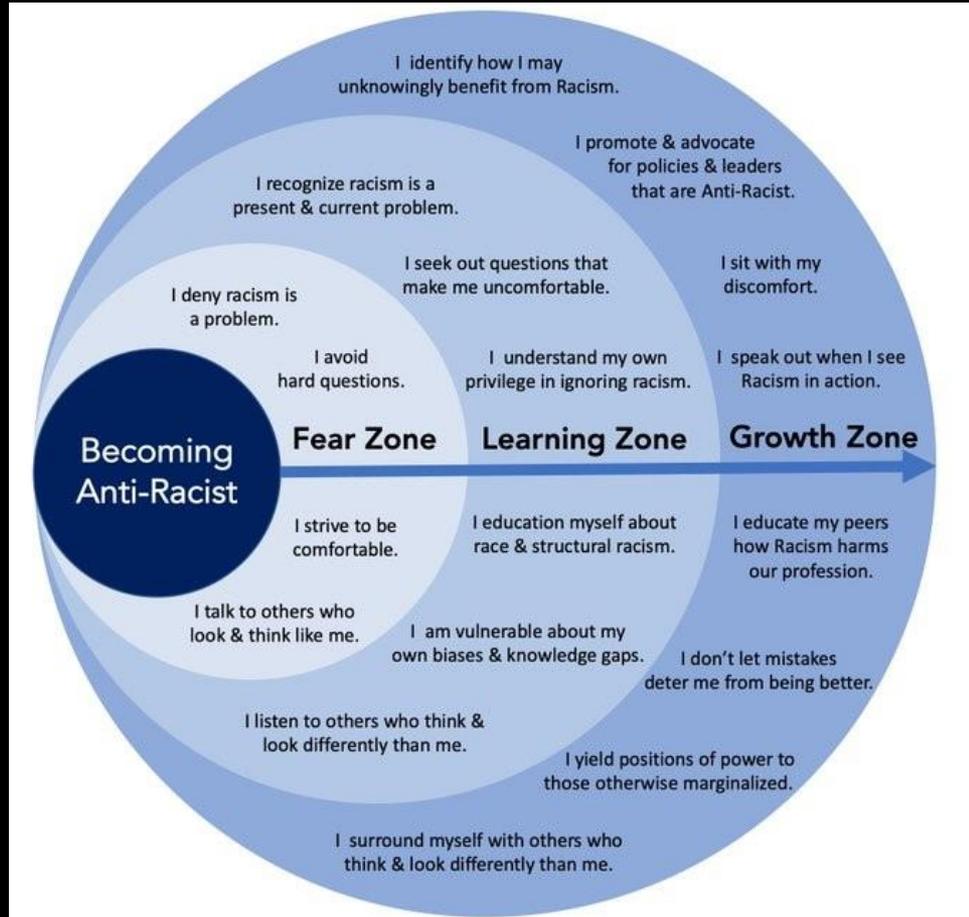
Anti-Blackness devalues Blackness, while systematically marginalizing Black people, the issues that affect us, and the institutions created to support us. The first form of anti-Blackness is overt racism, which is upheld by covert structural and systemic racism that categorically predetermines the socioeconomic status of Blacks in this country. The second form of anti-Blackness is unethical disregard for Black people, as seen in the cases of police, or civilian, brutality against Black bodies.

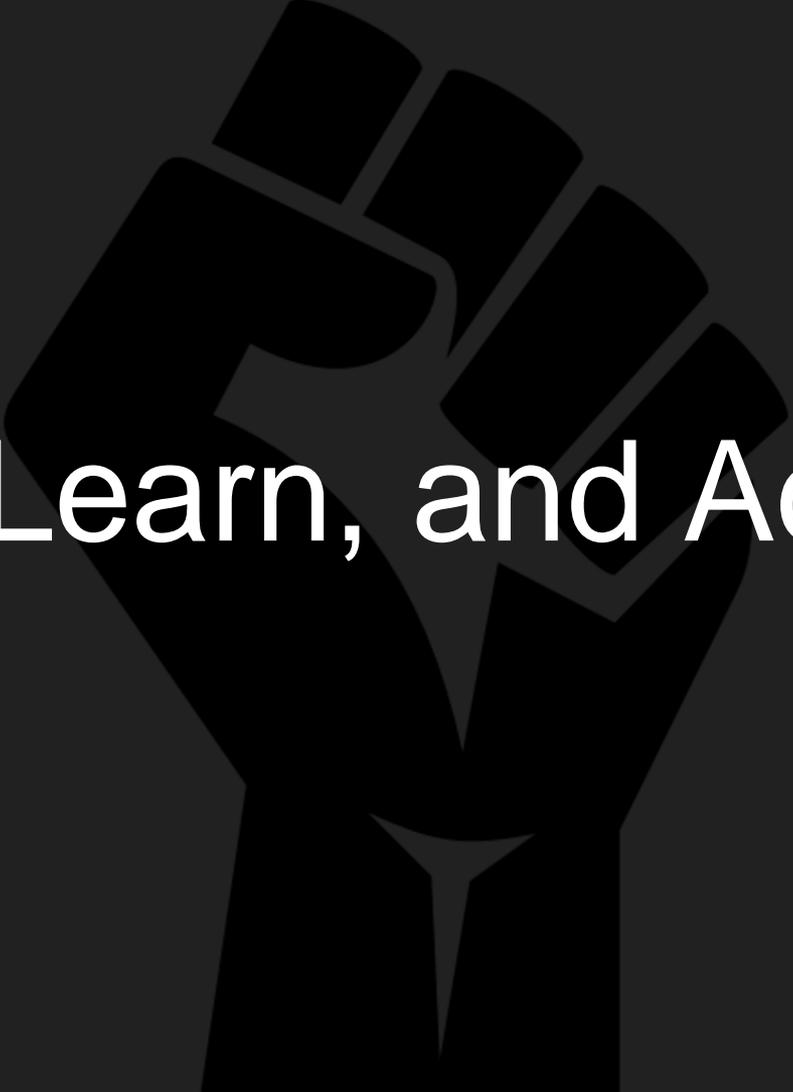
What is Anti-Racism???

Anti-racism is a process of actively identifying and opposing racism. The goal of anti-racism is to challenge racism and actively change the policies, behaviors, and beliefs that perpetuate racist ideas and actions.

Anti-racism is rooted in action. It is about taking steps to eliminate racism at the individual, institutional, and structural levels. It is not a new concept, but the Black Lives Matter movement has helped increase the focus on the importance of anti-racism.

Becoming Anti-Racist





Listen, Learn, and Advocate

A call to action

What can you do as students, leaders, mentors, and peers?

- Personal/Individual
- Socially/Spiritually/
- Institutional/Societal

“In a racist society, it is not enough to be non-racist, we must be anti-racist” -Angela Davis

“You do not have to be free of racism to be an anti-racist. Anti-racism is the commitment to fight racism wherever you find it, including in yourself. And it's the only way forward” -Ijeoma Oluo – *So You Want to Talk About Race*

WHO WE ARE – STUDENTS OF COLOR

We are the first students you go to when you need to show diversity on a panel or travel across the country to recruit students.

We are the students who hold diversity leadership positions, organize outreach events, and act as Black voices for your programs.

We do not ask for compensation. We do not ask for acknowledgement. We truly enjoy doing these things, but we need you to advocate for our **humanity** just as we advocate for your programs.

We DO ask that our names, **as members of this community**, come to your mind when you witness **egregious racial injustices**. They impact us deeply.

We do ask that you contact us to check in the same way that you contact us to assist you.

We do ask that you **speak up for us**.

Give us your support and assistance in fighting against anti-black racism.



Silence is unacceptable

- Nobody can force you to speak out against injustices, but understand that your silence is very loud.

You were brought to this campus with the promise of equity and inclusiveness? Do you have a sense of belonging and being heard?

Is the environment where you live, learn and love both supportive and affirmative?

Are the “Angry Black woman” and “Threatening Black man” stereotypes alive and well?

Speak UP for us – but not OVER us

Amplify the voices of Black people

How can you “REALLY” Help???

- Check on your Black colleagues and friends
 - DON'T pressure them to talk to you. If they do open up, don't be surprised by the truth.
 - DON'T check on them out of guilt. If it's not genuine, we don't want it.
 - **DO LISTEN with non-judgement. Assess your own reactions, check racist thinking/bias.**
- Be mindful of the comments you make surrounding police brutality and current protests.
 - Your friends are in pain. Black Americans are in pain. Take this time to offer your unwavering support.
- Be a voice when your peer is tired.



What can faculty/advisors do?

- Have discussions about race IN class
- **Make it clear that racism is not tolerated – in class or from colleagues**
- Ask your Black students what they need and offer what you can do to help them
 - Don't assume you know what is best
- **Volunteer to help with panels and events**
- Take a serious moment to recognize even the strongest student will need support
- Deliberate about what it means to ask already taxed students of color to volunteer for diversity recruitment and outreach
- Hold open conversations in classes



What the department and school can do

- Acknowledge the events occurring and specifically anti-Black racism
IMMEDIATELY
 - Be clear and direct in your language
 - Let students know we have your support
 - We do not need to be re-educated on our history - we need to know you support us
- Make it clear that racism is not tolerated
- Teach faculty how to appropriately address these topics in the classroom (again - silence is being complicit)
- Invite Black professors, postdocs, and even graduate students to give talks and share their research
 - Representation MATTERS!
- Encourage an active interest in learning about discrimination and systemic racism/white supremacy
 - Regular biases and anti-racism trainings (especially for hiring and recruitment)
 - Maybe start a book club
- **Decolonize the curriculum**
- Hire mental health professionals of color
- **Hire an expert that goes beyond performance diversity**
Use the language of racism!

Being Black in Science

- Isolation
- Lack of representation
- Fear of speaking up
- Fitting into a space that was not made for us
- We are representatives of our entire community
- Constantly defending our status in academia

Before I am a scientist, I am a Black woman.

Microaggressions

- ❑ “You are so articulate”
- ❑ Assuming we are janitorial staff or secretaries
- ❑ Not learning to pronounce names
- ❑ “When I see you, I don’t see race” or “I don’t see color”
- ❑ “The most qualified people get the jobs/grants”
- ❑ Anything about affirmative action

General Tips for Being Anti-Racist

- Take a stand. If you are with us, **BOLDLY** say that!
- **Acknowledge and correct your own implicit biases**
- Acknowledge your privileges and use them for good
- You cannot be “colorblind”
- Silence is being complicit
- DO THE WORK - read, study, learn
- Advocate when we aren’t in the room
- Don’t turn away - we can’t
- **Listen to our experiences without questioning their validity** #BlackintheIvory
- **Use trigger warnings when you post graphic videos and photos**
- Find a way to support - petitions, bail funds, non-profits, etc.
- Do not contribute to microaggressions - call out others when they do
- **Call out racism regardless of who is perpetuating it - even yourself**
- Have uncomfortable conversations in lab, to family, and with friends
- Be open to making mistakes and being corrected

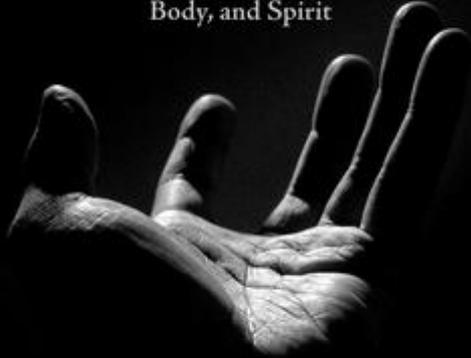


READ THIS BOOK!!!!!!

Mary-Frances Winters

**BLACK
FATIGUE**

How Racism Erodes the Mind,
Body, and Spirit



"I ask white people to read this book not only to be educated on the history of racism but to also be motivated to become an anti-racist, an ally and a power broker for systemic change."

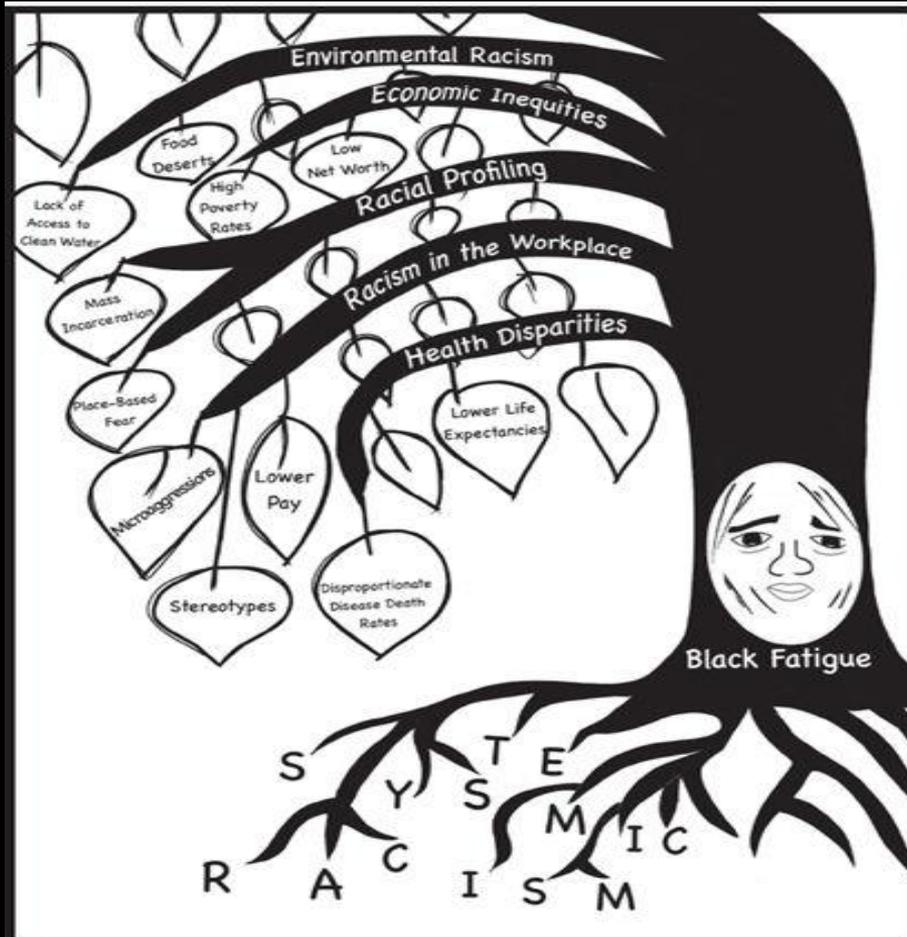
**—MARY-FRANCES
WINTERS, *BLACK
FATIGUE*, PREFACE**

Reminder:

At this moment, Black people are dealing with a lot.

- Being blind to the privilege of being able to carry on, business as usual, does more harm than good to Black students/colleagues.
- Take ownership of the problem of racism. Don't ask/expect Black colleagues to solve this problem, figure out all of the solutions, or assuage guilt you may feel.
- Use the discussion from this presentation to figure out how you will confront racism as an individual and in your own life and communities.
- Bearing witness to repeated trauma against the Black community is painful- Black students are trying to survive

Is Black Fatigue A Real Thing?



VOTER SUPPRESSION – ALIVE AND WELL

STACEY ABRAMS – VIDEO

<https://youtu.be/t6jVGswLPd8>

61 FORMS OF VOTER SUPPRESSION

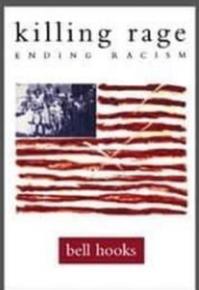
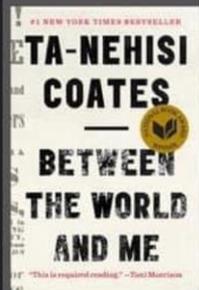
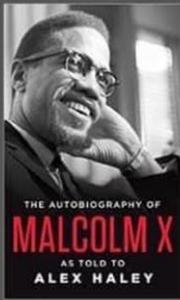
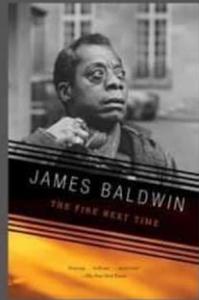
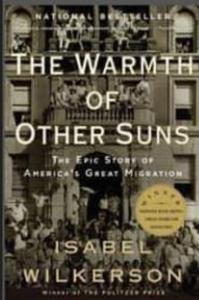
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FIND YOUR PATH

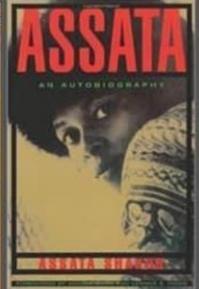
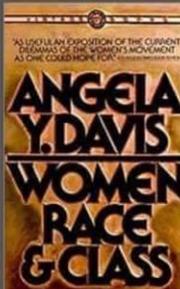
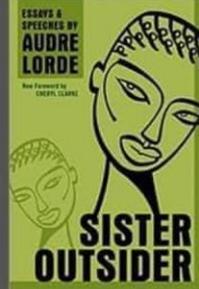
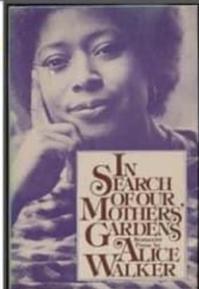
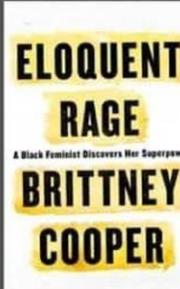
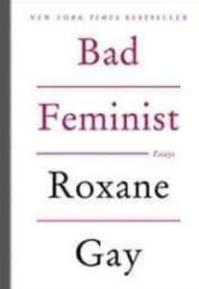
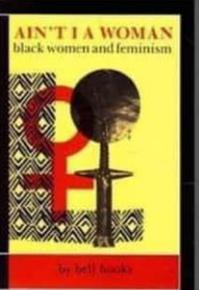
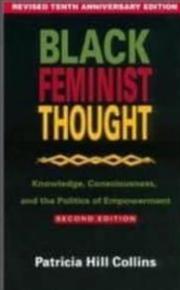
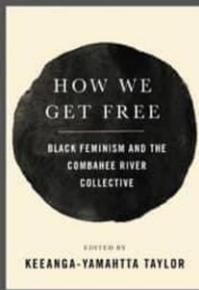
1. Understand and own your privilege.
2. Listen, listen, listen (and do your homework)
3. Focus your anti-racist conversation on those who share your identity. Find your “peeps”
4. Amplify, not overshadow.
5. Realize that you’re going to make mistakes, and apologize when you do. We’re all on a racial HEALING learning curve
6. Remember- being an ally is passive being a co-conspirator and an instigator is about action that brings about

“GOOD TROUBLE”

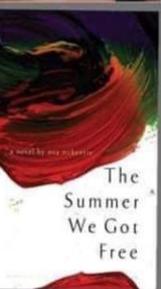
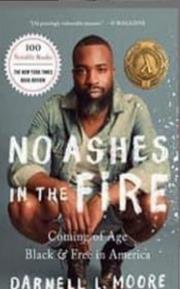
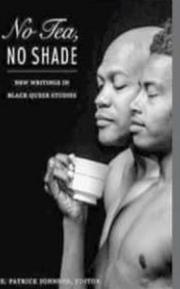
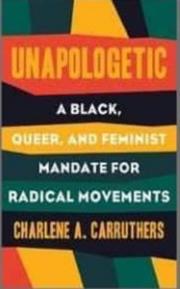
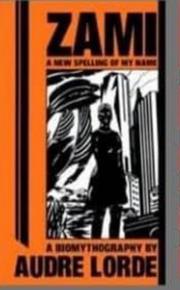
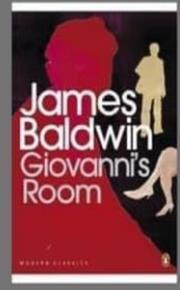
Anti-Racist Lit. Biographies, Non-Fiction Novels, Personal Narratives



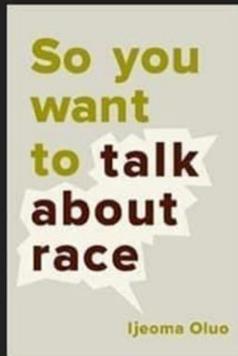
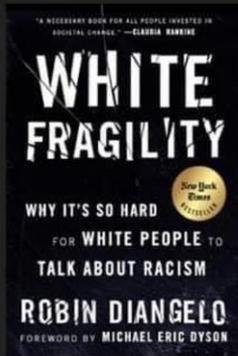
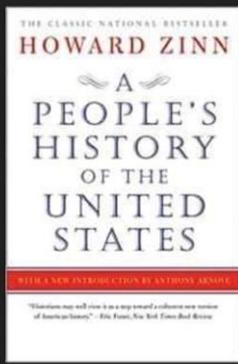
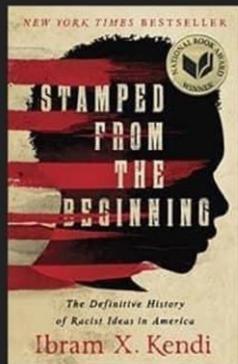
Anti-Racist Lit. Black Feminism



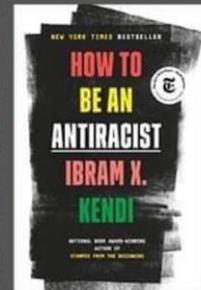
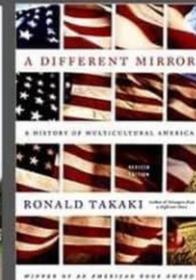
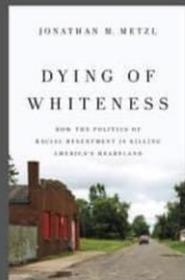
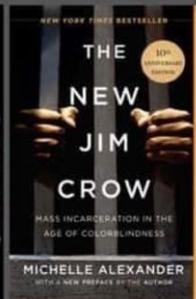
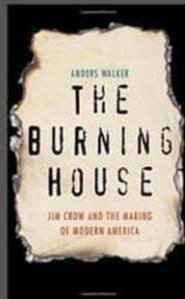
Anti-Racist Lit. Black LGBTQ+



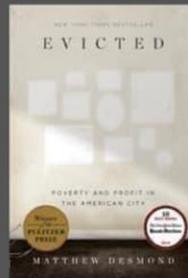
Anti-Racist Lit. Starter Kit



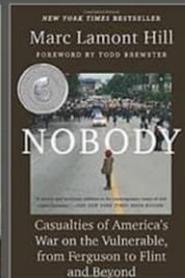
Anti-Racist Lit. Intermediate Kit



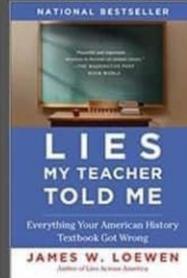
Anti-Racist Lit. Topic Specifics



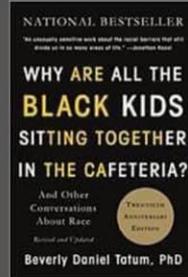
poverty
housing



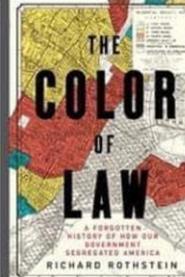
police violence
mass incarceration



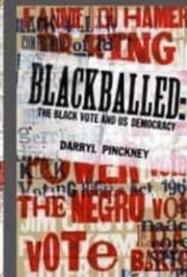
education
colonialism
ahistoricism



education
discrimination
bias

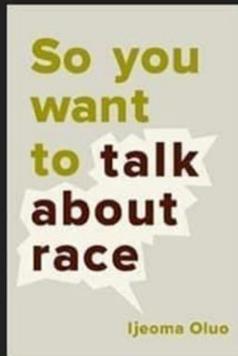
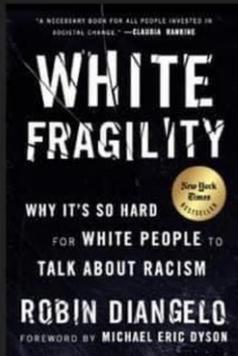
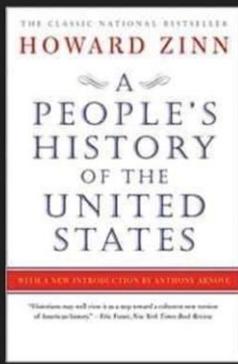
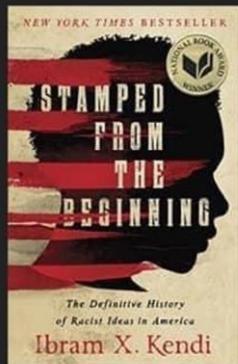


segregation
housing
discrimination
redlining

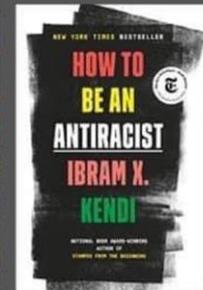
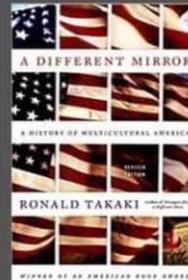
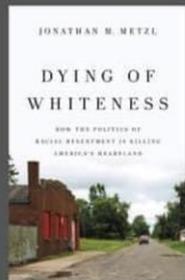
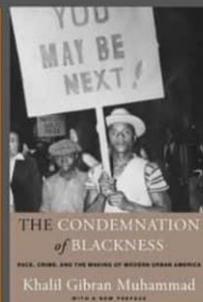
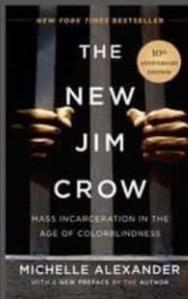
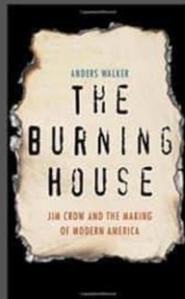


voter suppression
black voting

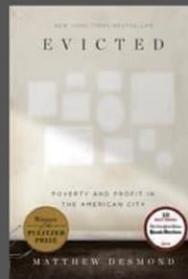
Anti-Racist Lit. Starter Kit



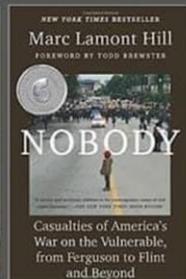
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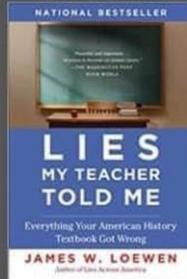
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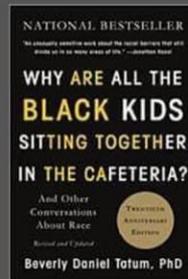
poverty
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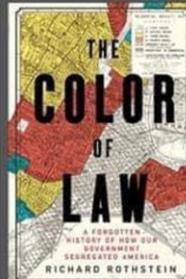
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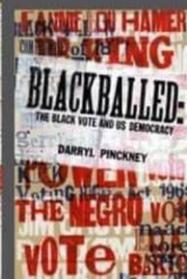
education
colonialism
ahistoricism



education
discrimination
bias

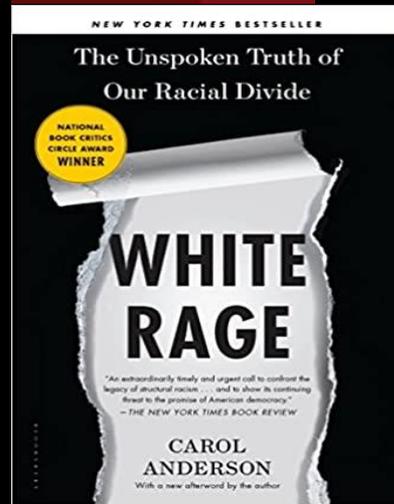
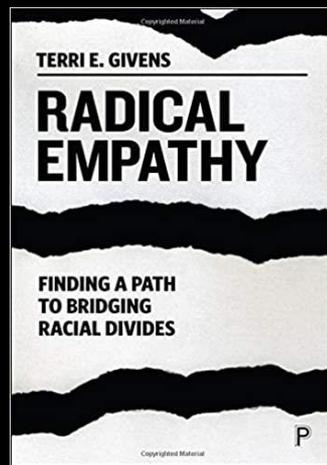
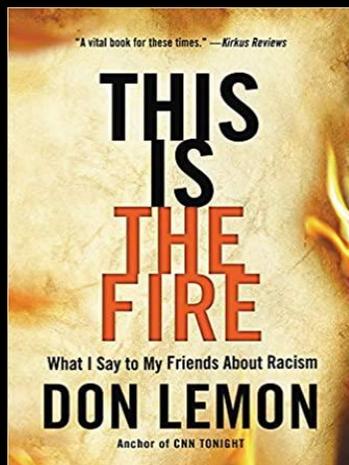
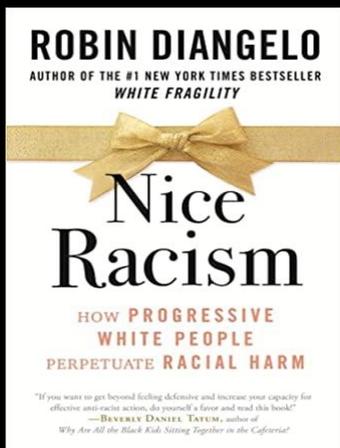
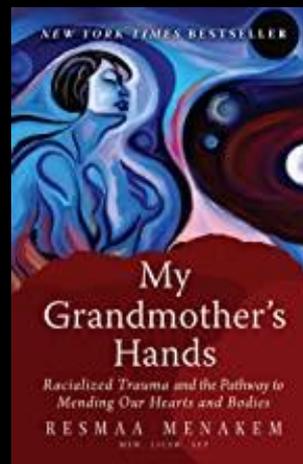
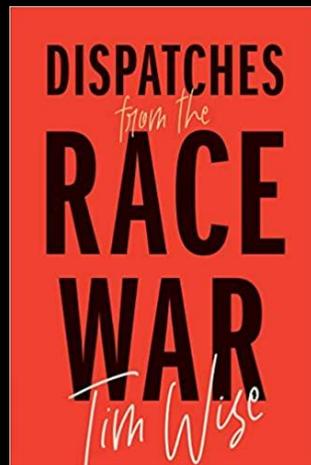
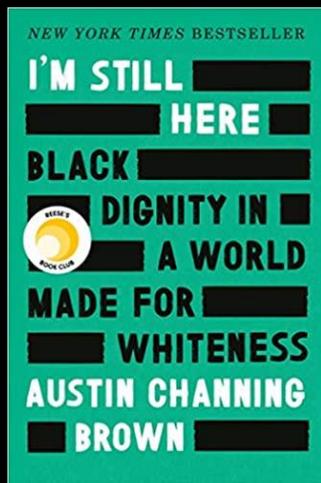
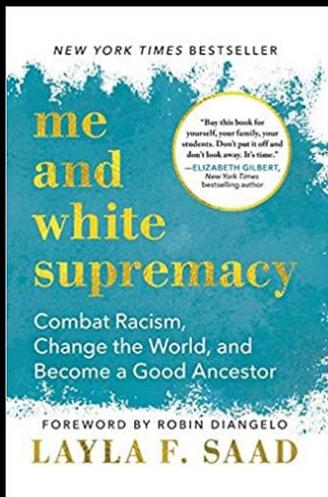


segregation
housing
discrimination
redlining

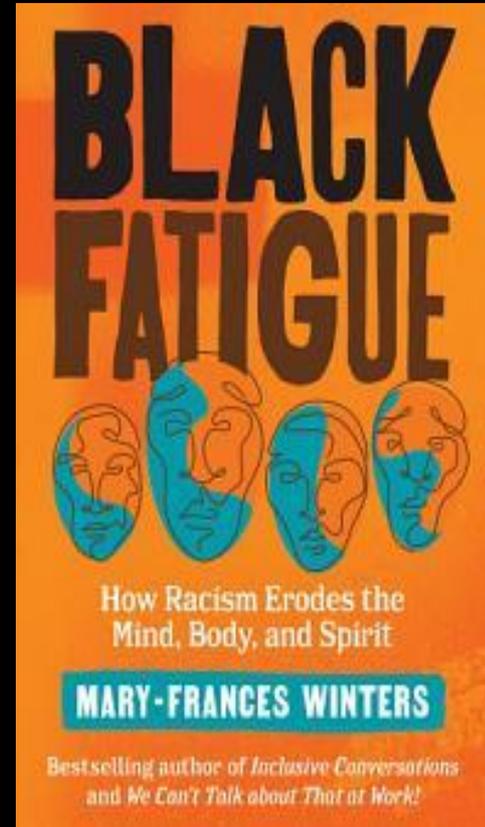
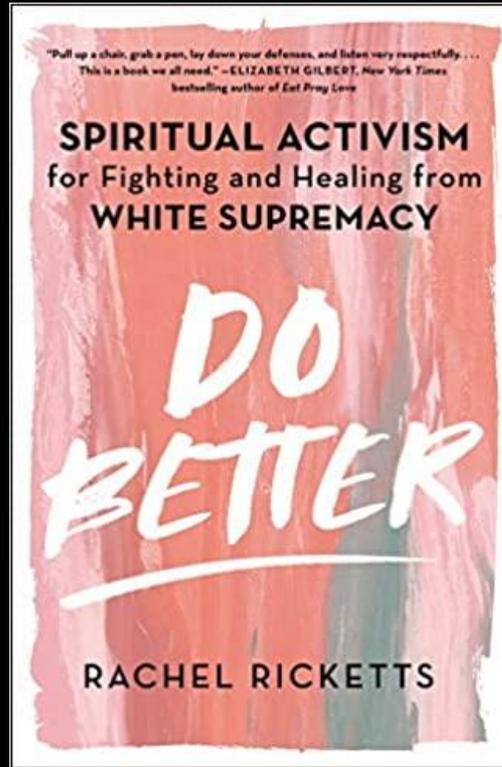
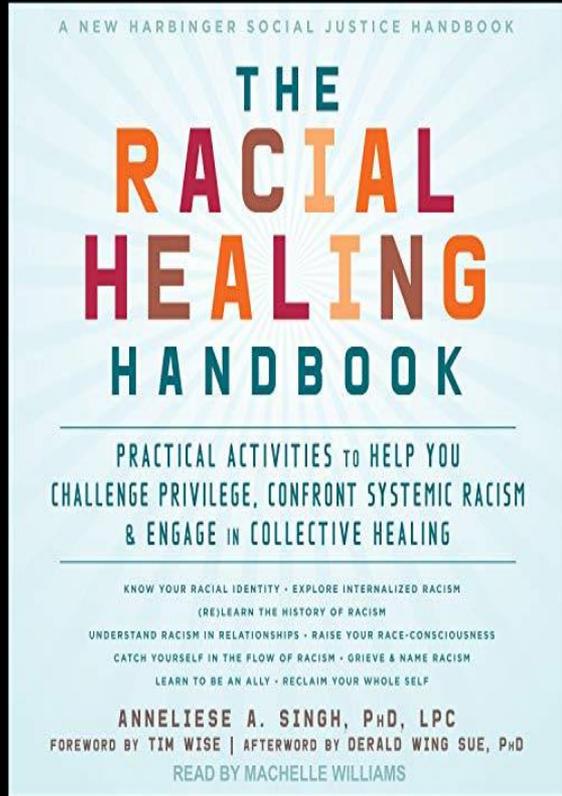


voter suppression
black voting

So much to read...so little time



Racial Healing



Resources

Dismantling Racism Works web workbook

<https://www.dismantlingracism.org/>

Talks to Help you Understand Racism in America

https://www.ted.com/playlists/250/talks_to_help_you_understand_r

10 TED Classroom Resources about Race in America

<https://blog.ed.ted.com/2016/07/25/10-ted-classroom-resources-about-race-in-america/>

Talking About Race – National Museum of African American History & Culture

<https://nmaahc.si.edu/learn/talking-about-race/topics/being-antiracist>