

This presentation is a culmination of the brainpower, time, and energies of graduate students Angeline Dukes and Elena Dominguez alongside faculty member Dr. Autumn Ivy

Remember to #CiteBlackWomen

# 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...



# Becoming Anti-Racist: Being a better advisor, lab mate, and friend to Black colleagues

Elena Dominguez, Angeline Dukes  
and Autumn Ivy, PhD, MD

# A CONVERSATION

## What this conversation is:

- A discussion to help non-Black PIs, postdocs, and graduate students effectively support Black colleagues in the wake of persistent police brutality and anti-black racism
- The perspective of graduate students and faculty going through the struggle
- A moment to listen and reflect

## What this conversation is not:

- A workshop
- A place for hatred, bigotry, or racism
- A place to play “devil's advocate”
- The end all-be all

# The difficult conversation

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**.

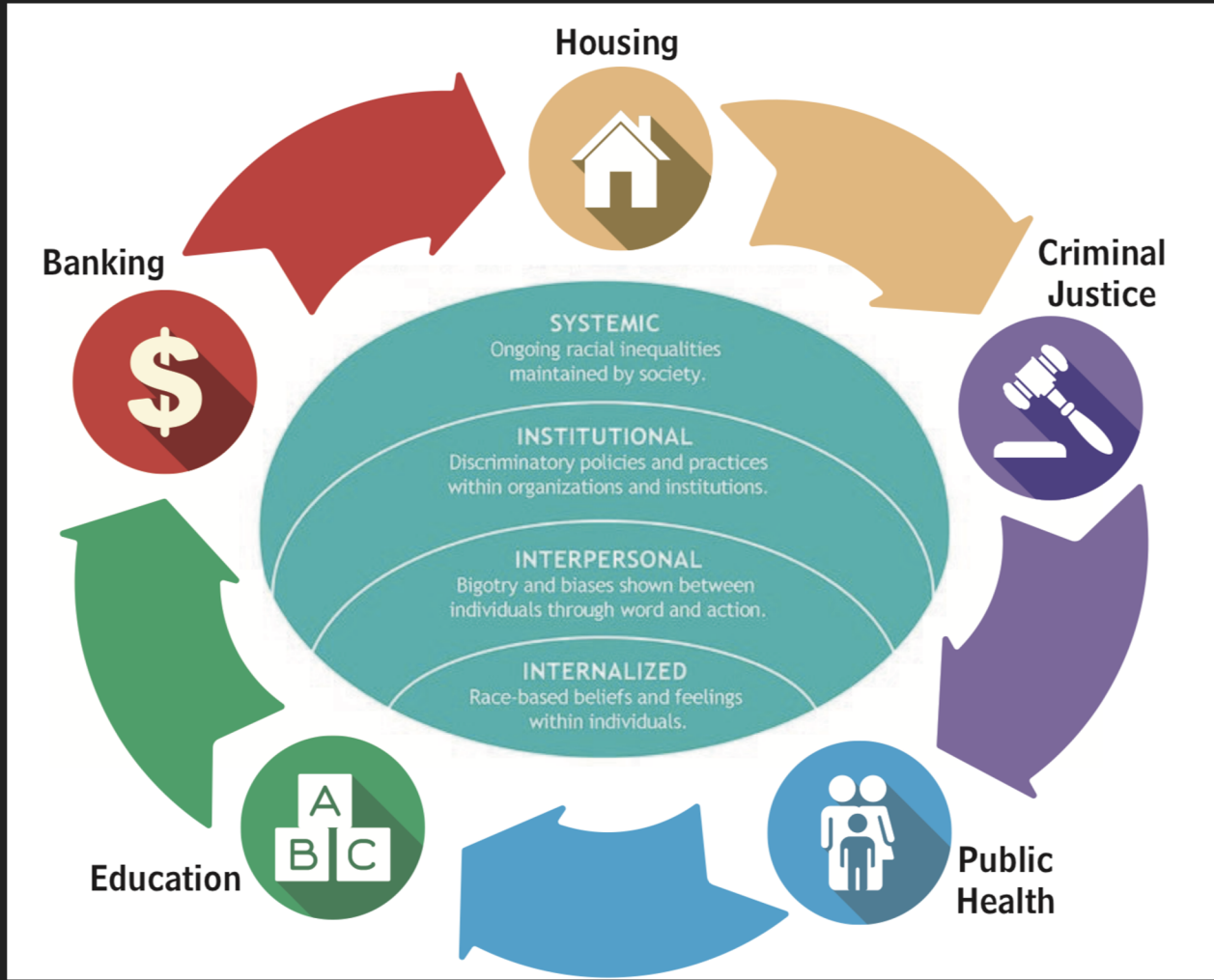
Give us your support and assistance in fighting against anti-black racism.



Listen, Learn, and Advocate

# Terminology

- **Individual racism** refers to the beliefs, attitudes, and actions of individuals that support or perpetuate racism in conscious and unconscious ways.
- **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 extend 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.



Morgan, J. D., et al. (2018, May). What Racism Looks Like: An Infographic. Frank Porter Graham Child Development Institute, University of North Carolina at Chapel Hill.



# 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**
- Colorism
- Permeates through ALL races/ethnicities



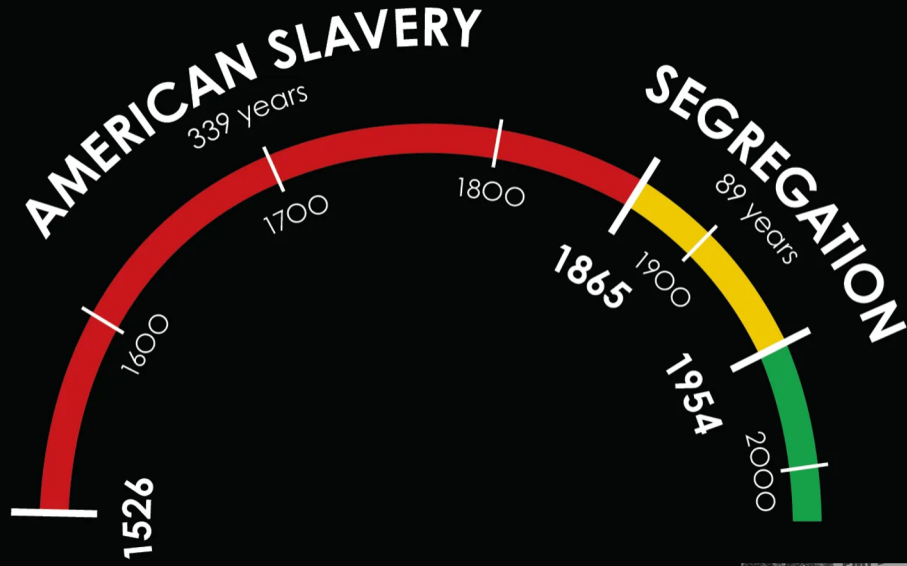
# Terminology

- **Anti-racism** refers to the conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life.

TALKING ABOUT RACE | NMAAHC

- 1 Examining the **historical roots** and contemporary manifestations of **racial prejudice** and discrimination
- 2 Exploring the influence of **race and culture** on one's own personal and professional attitudes and behavior
- 3 Identifying appropriate **anti-racist resources** to incorporate into the curriculum in different subject areas
- 4 Developing new **approaches to teaching** children using varying cognitive approaches to **diverse learning** styles

History



**CIVIL  
RIGHTS  
ACT 1964**



Barely over  
50 years of  
"equality"



# “Equality”

- School to prison pipelines (modern day slavery)
    - Mass incarceration
    - “War on drugs”
  - Redlining
  - Racial profiling
  - Microaggressions
  - Hypersexualization
  - Hair discrimination
  - Wealth gaps
  - Health inequities
    - Black women are 3x more likely to die from childbirth
    - COVID-19 disproportionately affecting Black communities
- Etc. etc. etc.



# Only 7% of female and 4% of male graduate students in science and engineering are Black.

FIGURE 3-E  
Science and engineering bachelor's degrees earned by blacks or African Americans, as a percentage of degree field, by field: 1996–2016

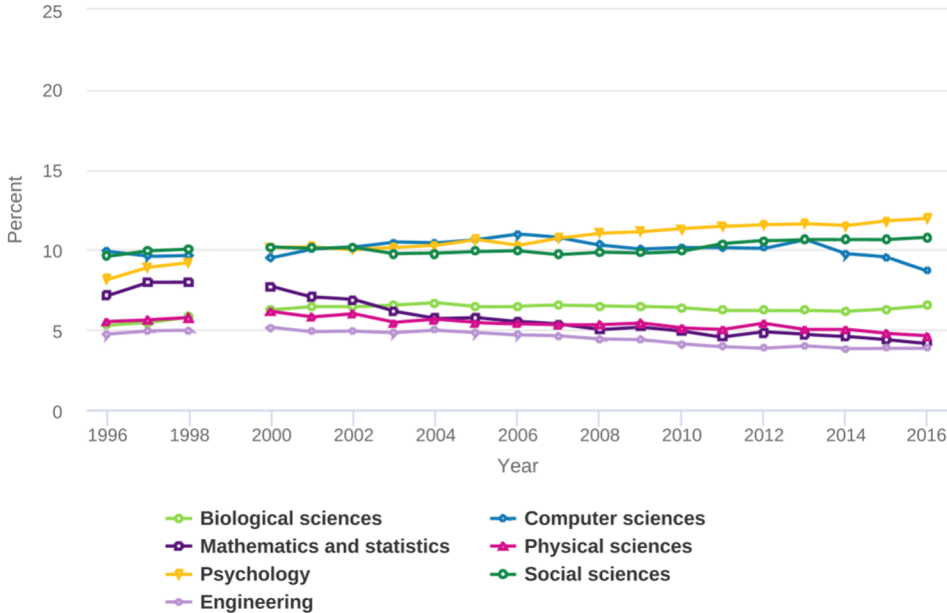
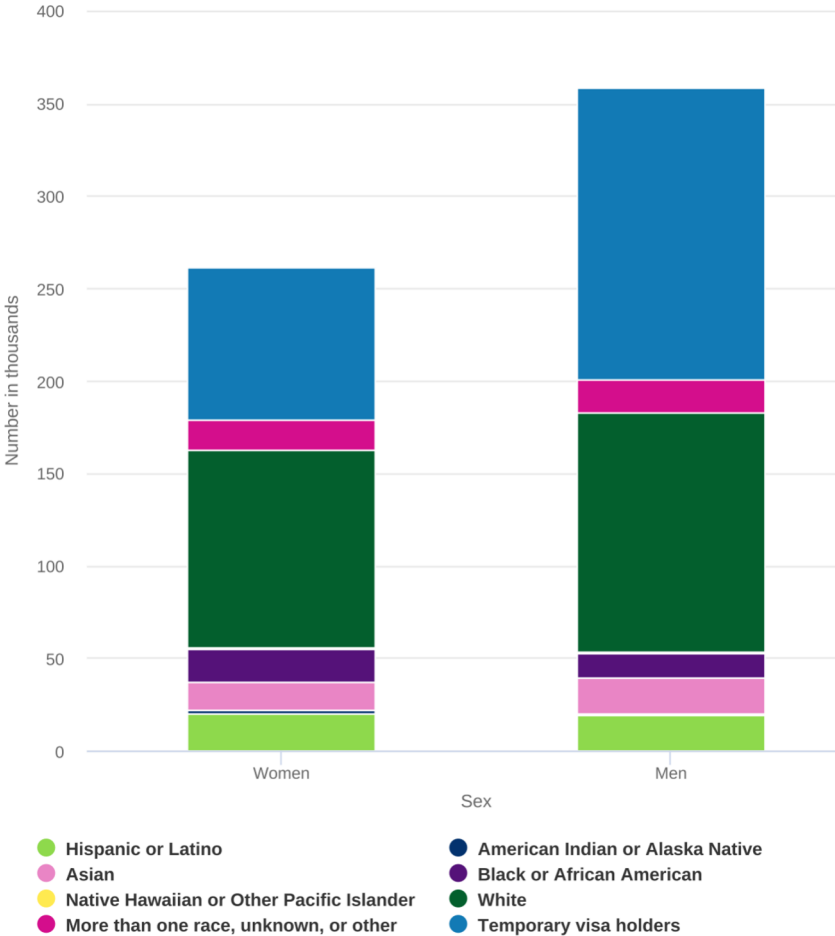
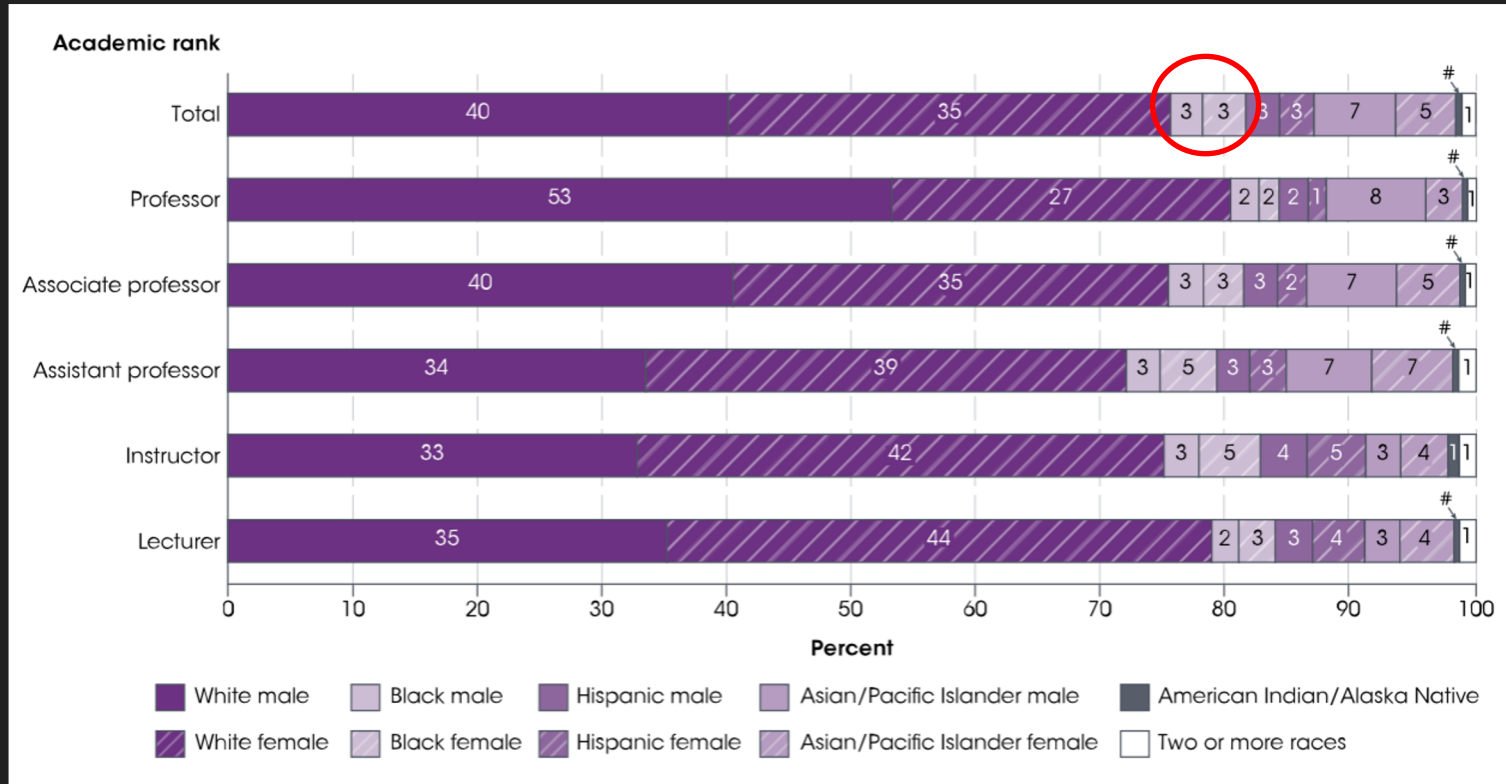


FIGURE 1-E  
Graduate students in science and engineering, by ethnicity, race, citizenship, and sex: 2016

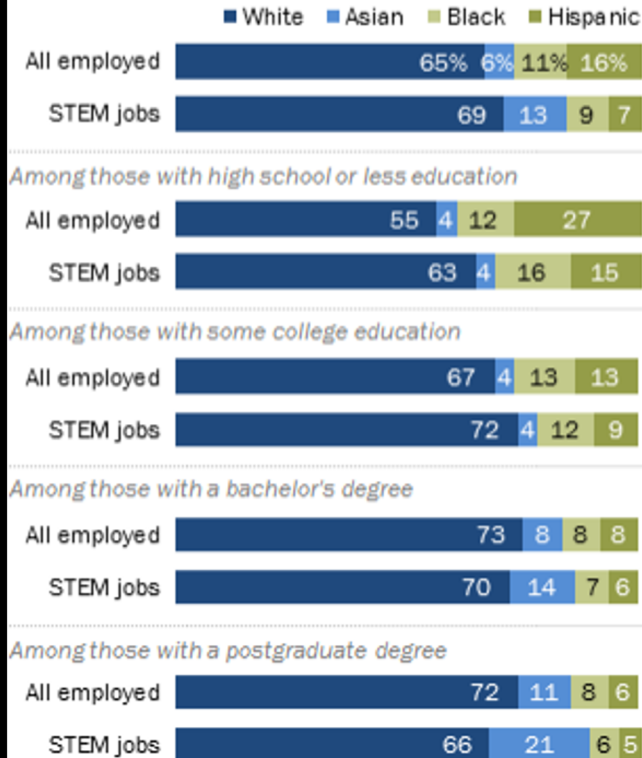


# Black men and Black women make up 3% each of full-time faculty nationally



## Asians and whites are overrepresented in STEM jobs, while Hispanics and blacks are underrepresented

% of employed in each group, by highest level of education



## Black people are less represented in STEM fields and earn less money

### Black and Hispanic college-educated workers with a STEM degree earn less than whites; Asians earn more

Median annual earnings of Asian, black and Hispanic science, technology, engineering and math workers with a STEM college degree as a percent of whites'



Note: Based on adults ages 25 and older employed full-time year-round with positive earnings completing a bachelor's degree in a STEM major field of study. Whites and blacks and Asians include only non-Hispanics. Hispanics are of any race.

Source: Pew Research Center analysis of 2014-2016 American Community Survey (IPUMS).

"Women and Men in STEM Often at Odds Over Workplace Equity"

PEW RESEARCH CENTER

# Black and Science

A few of the many scientific experiments at the expense of Black people

- Henrietta Lacks
- Charles Drew
- Tuskegee experiments
- Recently- French scientists recommending testing on Black bodies for COVID cure



Jean-Paul Mira, head of intensive care at Cochin hospital in Paris, **then said**: "If I can be provocative, shouldn't we be doing this study in Africa, where there are no masks, no treatments, no resuscitation?"

▪ **Live: Updates as UK's Johnson in intensive care**

"A bit like it is done elsewhere for some studies on Aids. In prostitutes, we try things because we know that they are highly exposed and that they do not protect themselves."



# 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

# A call to action

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

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

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“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

# Silence is unacceptable



- Nobody can **force** you to speak out against injustices, but understand that your silence is very loud.
- We were brought to this campus with the promise of equity and inclusiveness
  - “UCI’s commitment to equity enables faculty, students and staff alike to deepen their personal growth and achieve career goals while at UCI in an environment that is both supportive and affirmative.”
- “Angry Black woman” and “Threatening Black man” stereotypes
- Speak UP for us - but not OVER us

Amplify the voices of Black people

# 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
- Teach your children to not murder us



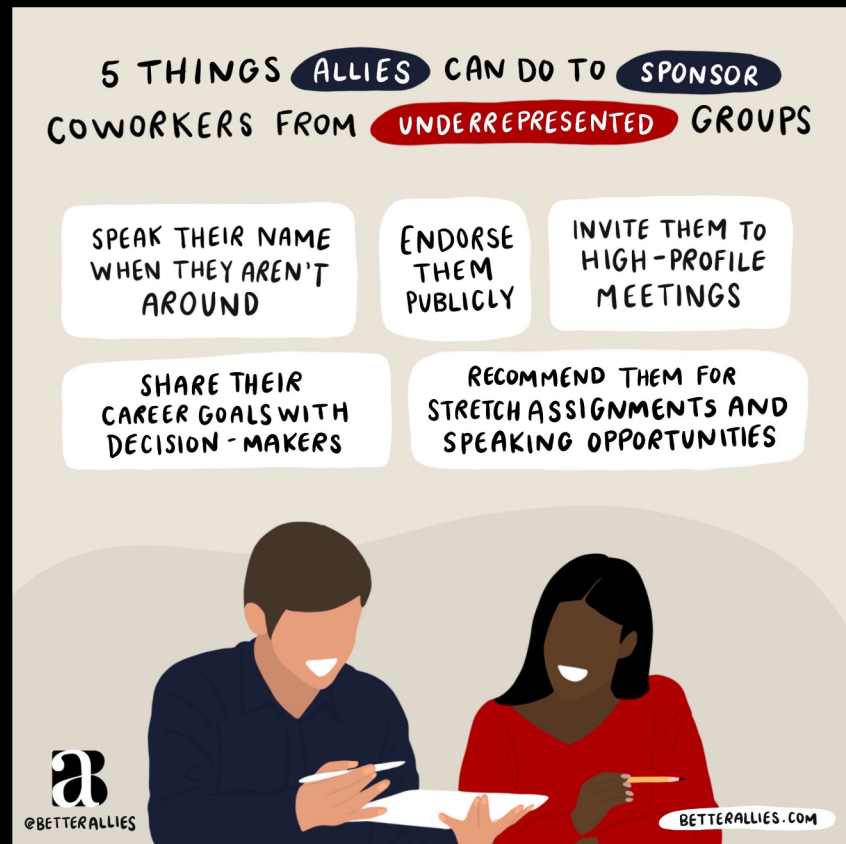
# What fellow graduate students and postdocs can do

- 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 PIs and other faculty can do

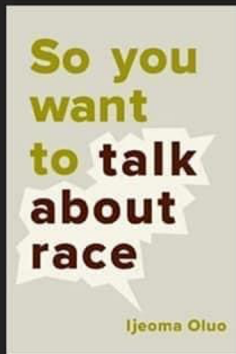
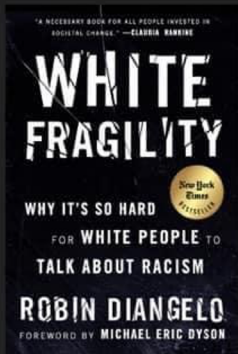
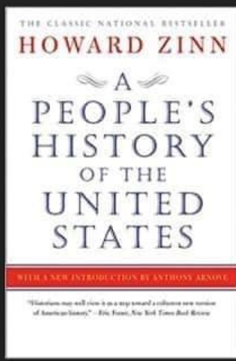
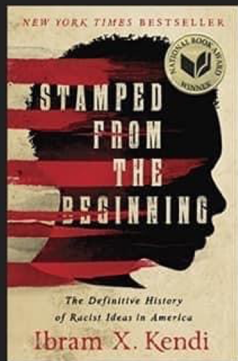
- Have discussions about race with your lab
- **Make it clear that racism is not tolerated – in lab or from colleagues**
- Ask your Black students what they need and offer what you can do to help them
  - Don't assume you know what is best
- **Volunteer to help with panels and events for URM students**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



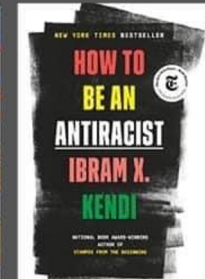
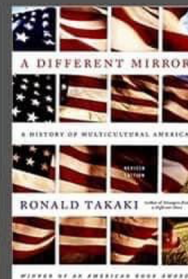
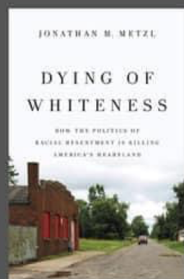
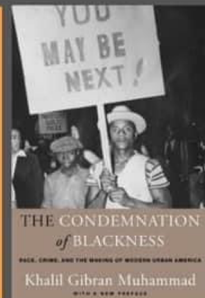
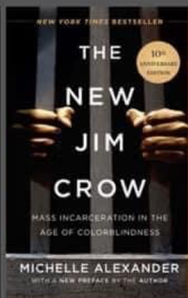
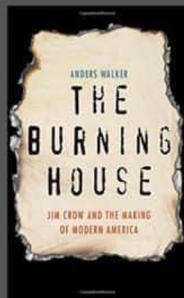
# What the department and school can do

- 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
  - Regular biases and anti-racism trainings (especially for hiring and recruitment)
  - Maybe start a book club
- Create courses that discuss the seminal scientific contributions from the Black community
- Hire mental health professionals of color
- **Hire a readily available expert in workplace diversity and inclusion**

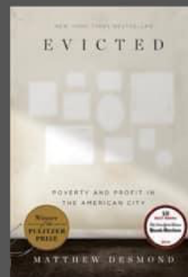
## Anti-Racist Lit. Starter Kit



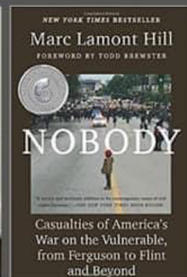
## Anti-Racist Lit. Intermediate Kit



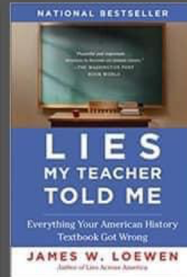
## Anti-Racist Lit. Topic Specifics



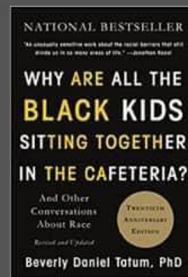
poverty  
housing



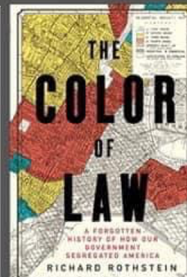
police violence  
mass incarceration



education  
colonialism  
ahistoricism



education  
discrimination  
bias



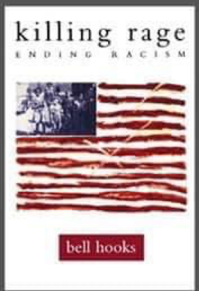
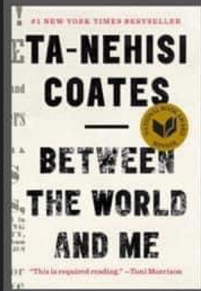
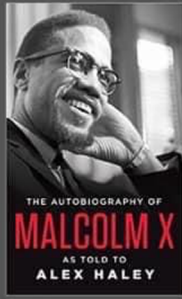
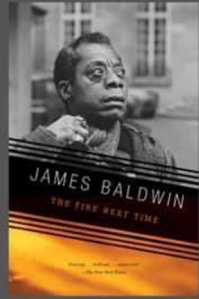
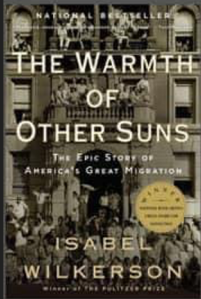
segregation  
housing  
discrimination  
redlining



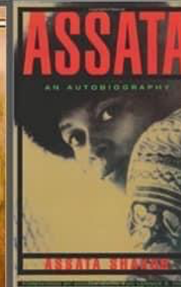
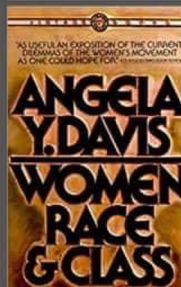
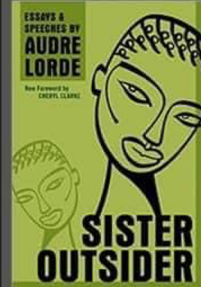
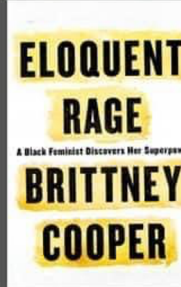
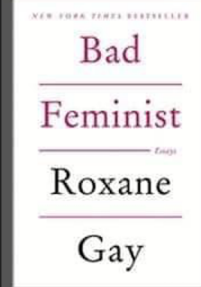
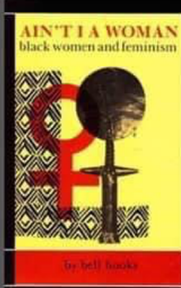
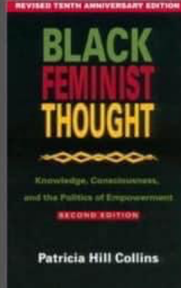
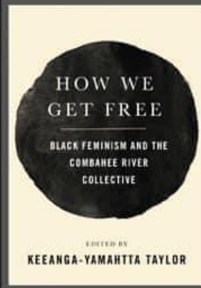
voter suppression  
black voting



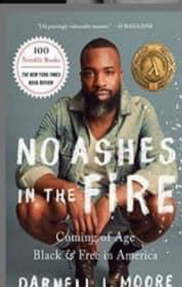
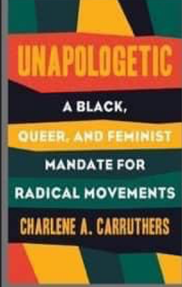
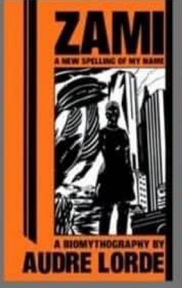
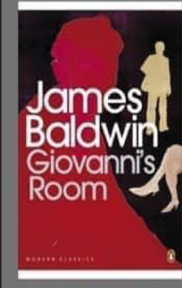
## Anti-Racist Lit. Biographies, Non-Fiction Novels, Personal Narratives



## Anti-Racist Lit. Black Feminism



## Anti-Racist Lit. Black LGBTQ+



NETFLIX



13<sup>TH</sup>

FULL  
FEATURE

I AM  
NOT  
YOUR  
NEGRO



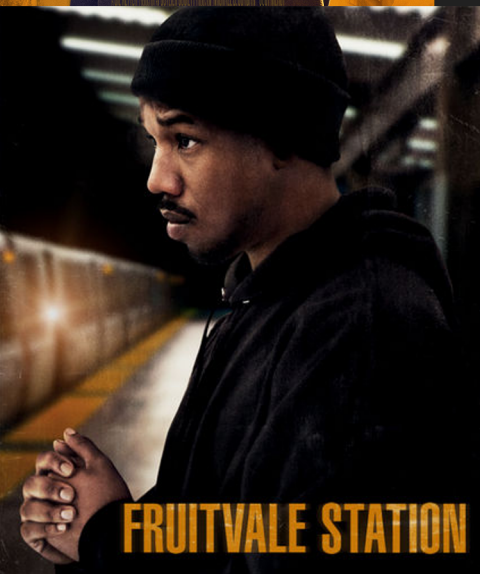
WRITTEN BY  
**JAMES BALDWIN**  
DIRECTED BY  
**RAOUL PECK**  
WITH THE VOICE OF  
**SAMUEL L. JACKSON**

JUST

MICHAEL B. JORDAN  
JAMIE FOXX  
AND BRIE LARSON

MERCY

EVERY GENERATION HAS ITS HERO.  
MEET OURS.



FRUITVALE STATION

ONE DREAM  
CAN CHANGE THE WORLD

SELMA

THESE MEN WERE THE FIRST TO BRING THE ISSUE OF RACIAL EQUALITY TO THE MAINSTREAM. THEIR COURAGE AND SACRIFICE INSPIRED A NATION AND CHANGED THE COURSE OF AMERICAN HISTORY. THIS MOVIE IS A REMINDER OF THE POWER OF ONE MAN TO CHANGE THE WORLD. "THESE MEN" IS A FILM THAT IS AS IMPORTANT AS IT IS ENTERTAINING. IT IS A MUST-SEE FOR EVERYONE WHO CARES ABOUT THE FUTURE OF OUR COUNTRY.

IN SELECT THEATRES CHRISTMAS DAY.  
EVERYWHERE JANUARY 9.



ALL POWER  
TO THE PEOPLE.



THE  
**BLACK  
PANTHERS**  
YANGUARD OF THE REVOLUTION

THE REVOLUTION IS A PROCESS. IT IS NOT A DESTINY. IT IS A CHOICE. IT IS A STRUGGLE. IT IS A BATTLE. IT IS A WAR. IT IS A REVOLUTION. IT IS A FIGHT FOR FREEDOM AND JUSTICE. IT IS A FIGHT FOR THE DIGNITY OF OUR PEOPLE. IT IS A FIGHT FOR THE FUTURE OF OUR COUNTRY. IT IS A FIGHT FOR THE HEART OF OUR NATION.

## 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

# Thoughts from a Black faculty member...

- Rain analogy.
- Anti-Black racism is very different than racism against other groups. The specific history of Black oppression informs Black circumstances/experience in America. This is why “I see no color / I am colorblind / all lives matter” is offensive. It diminishes the Black experience that we know, but hate to admit, to be true.
- A VERY common Black student and faculty experience in the Ivory Tower- general feeling of compromising their full selves/identity in order to make others (non-Black majority) feel comfortable (typically, very uncomfortable talking about race.) Having to validate their experience for non-Blacks.
- You may not realize this, but Black students NEED to hear from you. They need to hear *explicitly* that THEY BELONG HERE. Imposter syndrome can be very strong in environments where they are the only one. Be mindful of this. That is your responsibility as a citizen of this community.

# How to be an ally- Dr. Terrance Mays (AVC Diversity and Inclusion, CoHS)

1. Understand our privilege.
2. Listen, listen, listen (and do our homework)
3. Focus your anti-racist conversation on those who share your identity.
4. Amplify, not overshadow.
5. Realize that we're going to make mistakes, and apologize when we do.
6. Remember- being an ally is an action.

# Thank you to:

- Dr. Autumn Ivy
- Attendees and those that reached out with words of support
- CNLM: Mike Yassa, Manuella Yassa, Diana Lofflin
- Faculty, lab members, and friends

