Diversity of work force. In the last two decades many groups and/or individuals have been designated with “preferential status”. This in spite of the fact that the percentage of women and minorities in academia and pharmaceutical industry has greatly increased. It follows that, in a social equilibrium, preferential treatment of one group leads to disadvantages for another. New ideologies have appeared and influenced hiring practices, promotion, funding, and recognition of certain groups. Each candidate should have an equal opportunity to secure a position, regardless of personal identification/categorization. The rise and emphasis on hiring practices that suggest or even mandate equality in terms of absolute numbers of people in specific subgroups is counter-productive if it results in discrimination against the most meritorious candidates. Such practice affects the format of interviews and has led to the emergence of mandatory “training workshops” on gender equity, inclusion, diversity, and discrimination [Note 2].
The key issue is not censorship
This essay passed internal review and was published
This article does not represent an isolated opinion
Fixing this is not about removing one article

“We are now living through a global pandemic in which black people are more likely to die than white people,” she writes. “Black lives matter. As a science community it is our duty to hear that fact and step up the research we do so that in the future the science we draw on benefits everyone equally. That starts at home, by ensuring that from undergraduate to the most senior levels, our community looks like the world we serve.”
Say Their Names


And countless others...
Becoming anti-Racist In The Physical Sciences
Being a better advisor, lab mate, and friend to Black colleagues

This presentation was inspired by the hard work of:
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Remember to #CiteBlackWomen
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Disclaimer: Content in the presentation is (unfortunately) not all-encompassing. We recognize and apologize that multiple perspectives of the conversation will not be mentioned. Many of us are coming from a place of concern for our black colleagues as we have lived with racism but recognize our proximity to the effects of white supremacy are disproportionate in relation to current events -- we believe in order to combat the drastic increase in hateful rhetoric across the country we must aid in providing a platform for the issues our black colleagues face in the country, academia, UCI, and the physical science. For those of you who can find the strength and courage, we encourage you to share your experiences, address concerns, and request actionable solutions during the discussion portion as this is a safe place to bring awareness to your community.
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
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, healthcare, and education, among other factors.
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.”
- Colorism
- Spans all races/ethnicities/cultures

Terminology

Anti-Racism

- Refers to the conscious decision to make frequent, consistent, equitable choices and actions
- These choices and actions require ongoing self-awareness and self-reflection as we live our daily lives

Barely over 50 years of “equality”
Equality vs Equity

- School to prison pipelines
  - Mass Incarceration
  - “The War on Drugs”
- Redlining
- Racial profiling
- Microaggressions
- Hypersexualization
- Wealth gaps
- Health inequities
  - Patient mortality
  - COVID-19

Blumenson, Eric; Eva S. Nilsen (May 16, 2002). “How to construct an underclass, or how the War on Drugs became a war on education” (PDF). Drug Policy Forum of Massachusetts. Retrieved June 21, 2020

Demographics within Chemistry Departments

Dashed Line: Physical Sciences
Solid Line : Chemistry

Survey of earned Doctorates by the NSF
https://ncses.nsf.gov/pubs/nsf20301/prior-releases

Faculty Demographics Open Chemistry Collaborative in Diversity Equity (OXIDE)
http://oxide.jhu.edu/2/demographics
Percentage distribution of full-time faculty in degree-granting postsecondary institutions by academic rank, race/ethnicity, and sex: Fall 2016

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

- 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

“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.
● Black students 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.*

● “Speaking up is a nuisance”

Speak UP for them - but not OVER them
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
- DO THE WORK - read, study, learn
- Advocate when we aren’t in the room
- Listen to our experiences without questioning their validity
- 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
- Be mindful of the comments you make surrounding police brutality and current protests.
- Have uncomfortable conversations in lab, to family, and with friends
- Be open to making mistakes and being corrected
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**
NETFLIX

13TH

FULL FEATURE

I AM NOT YOUR NEGRO

WRITTEN BY JAMES BALDWIN
DIRECTED BY RAOUl PECK
WITH NARRATION BY SAMUEL L. JACKSON

JUST MERCY

EVERY GENERATION HAS ITS HERO.

FRUITVALE STATION

ONE DREAM CAN CHANGE THE WORLD

ALL POWER TO THE PEOPLE

THE BLACK PANTHERS: VANGUARD OF THE REVOLUTION

SELMA

IN SELECT THEATRES CHRISTMAS DAY.
EVERYWHERE JANUARY 9.
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
Logistics for Discussion

- **Speak:**
  - “Raise hand function” to be unmuted and contribute to the conversation.

- **Be heard:**
  - Send a message in the chat and a moderator will read your message.

- **Be heard (anonymously):**
  - Send a private message to a moderator of your choosing and they will read your message.
Discussion

- We do not have the answers nor is it our responsibility to come up with them
Discussion

- We do not have the answers nor is it our responsibility to come up with them.
- Our influence as graduate students is limited - we can bring up these issues as they directly influence us, but our status is low in the hierarchy.
Discussion

● We do not have the answers nor is it our responsibility to come up with them
● Our influence as graduate students is limited - we can bring up these issues as they directly influence us, but our status is low in the hierarchy
● Consider where YOUR views align in this discussion and be upfront about it with current & potential students
Discussion

- We do not have the answers nor is it our responsibility to come up with them.
- Our influence as graduate students is limited - we can bring up these issues as they directly influence us, but our status is low in the hierarchy.
- Consider where YOUR views align in this discussion and be upfront about it with current & potential students.
- Are there any initiatives that the chemistry department (and other physical science departments) have been considering to implement? (consider the slide on equality vs. equity)
  - Competitive Edge is a start (but this is a Graduate Division program)
  - DECADE exists but it is also up to faculty to be part of the solution
  - Funding is important, but it is meaningless if departments cannot retain students
  - As a PI, what can you do to be part of the solution?
  - As a non-Black graduate student, what can you do to be part of the solution?
Other Organizations

- Iota Sigma Pi (National Honor Society for Women in Chemistry)
- National Society for Black Engineers
- Society for the Advancement of Chicanos/Hispanics and Native Americans in Science

This list is not exhaustive so if you know of others, please share them with us as they will be posted on the Department of Chemistry’s webpage

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