

Anti-racism in STEM & Academia Self Education Resources

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Guiding principles (for white folks) for anti-racism education

I used to think that people were either racist or anti-racist. I now see personal and institutional racism on a spectrum where we can always be learning more to push ourselves and our communities closer to the anti-racist side of the spectrum. There are several important takeaways of framing anti-racist work in this way:

- 1) We are all somewhere on this spectrum. In relation to others, we will always have something to learn to make us more anti-racist and we will always have something to teach others who aren't as far along on the spectrum. You are always both a leader and a student. In viewing yourself as a leader, you have the responsibility to [Listen Deeply, Unite Widely, and Act Boldly](#).
- 2) Becoming anti-racist is a lifelong commitment. There is no cookie for getting to the end of the spectrum. For white folks, we have to unlearn a lifetime of systemic white supremacy that we've been complicit in. That is not easy and you will never reach the finish line. That is okay. What matters is that we keep learning and stay curious. A phrase that is often used is that ["Allyship is a verb, not a noun"](#). Be wary of ["performative allyship"](#) and engage in real personal work that others may never see or validate you for.
- 3) Being uncomfortable and making mistakes is how we learn. If you are not engaging in uncomfortable conversations or making mistakes, then you're not putting yourself in a position to be learning and moving further along the anti-racism spectrum. Starting this conversation in my workplace is somewhat uncomfortable, but that's how I know I'm on the right track. If and when you make a mistake, deeply listen to the feedback and correct for next time.

Finally, this is work that white and non-Black folks must engage in without burdening our Black friends and colleagues to "explain racism to us". There are SO MANY resources available to us to self educate. Cross cultural and interracial conversations are absolutely necessary and important in our society, but to make those conversations safer spaces for Black folks we need to self educate. The goal of this document is to provide resources for this self education.

For an example of how institutions can move themselves along the anti-racism spectrum see: <https://philanos.org/resources/Documents/Conference%202020/Pre-Read%20PDFs/ContinuumAntiRacist.pdf>

Where are you on this spectrum? Where are your institutions and communities on this spectrum?

In Their Own Words: Listening to Black STEM Professionals and Academics

[White Academia: Do Better](#). Published 08 June 2020 by Jasmine Roberts, a Professor of Communications at Ohio State University.

[How Higher Ed Can Fight Racism: "Speak Up When It's Hard"](#). Published 1 June 2020 in The Chronicle of Higher Education.

I encourage people to [read through the stories shared by Black academics on Twitter](#) using the hashtag #BlackInTheIvory. The Chronicle of Higher Education published an article today about these stories and their importance. ["I was fed up": How #BlackInTheIvory got started, and what its founders want to see next](#).

[Grieving and frustrated: Black scientists call out racism in wake of police killings](#). Published 8 June 2020 in Nature

[I'm a Black climate expert. Racism derails our efforts to save the planet](#). Published 3 June 2020 in Washington Post. By Dr. Ayana Johnson.

[The Self Construction of a Black Woman Physicist](#) by Chanda Prescod-Weinstein

[This Is What I Want To Tell My White Professors When They Ask, 'How Are You Today?'](#) by LaShyra "Lash" Nolen

[#BlackintheField Discussion Facebook video](#) with Dr. Danielle Lee and Dr. Tommy Parker. Follow the twitter tag [#BlackintheField](#) for more.

A Black field technician for geophysical surveys sharing their experience as [#BlackInTheField](#) so that white STEM/geoscience PIs, field team leaders, field members, can understand what they go through every day to do their work. "To all the people who have leadership positions, take care of your students. It's important. Our lives are important." Field team leaders need to include plans that mitigate the risk to Black field team members in their field planning and logistics. https://www.youtube.com/watch?v=W0B7xwGkl00&fbclid=IwAR0Kp9eWkkSIwxhfze3CTPfvopPCVtg0dZYB3LPBO9_J3z8tgTHK9fxY_2M

[Cognitive Reserve and Racial Privilege in STEM](#) by Melise Edwards

[Science is for everyone. Until it's not](#) NPR interview of Brandon Taylor

Scientific Articles/Reports Documenting Lack of Diversity and Racism in STEM, and Solutions

Dutt, K. [Race and racism in the geosciences](#). *Nat. Geosci.* **13**, 2–3 (2020).
<https://doi.org/10.1038/s41561-019-0519-z>

[Educational pathways of Black women physicists: Stories of experiencing and overcoming obstacles in life](#). Katemary Rosa & Felicia Moore Mensah. 1 August 2016. Physical Review Physics Education Research.

[The Time is Now: Systemic Changes to Increase African Americans with Bachelor's degrees in Physics and Astronomy](#). American Institute of Physics. 2020

[Compilation of articles provided by AstroBetter](#) for Equal Opportunity Astronomy.

[4 ways that scientists and academics can effectively combat racism](#). Published 2 June 2020 in Forbes Magazine.

[Being Antiracist](#) from the National Museum of African American History and Culture

[Minorities in the Geosciences: Beyond the Open Door](#). Science, 14 Jul 1972

[Underrepresented faculty play a disproportionate role in advancing diversity and inclusion](#). Nature Ecology & Evolution volume 3, pages 1030–1033(2019)

[No progress on diversity in 40 years](#). Nature Geoscience volume 11, pages 292–295(2018)

Learn from Black Academics and Scholars

[The Great Unlearn](#) - Learn from Black Historian and Activist Rachel Cargle

******[Template for Holding Your Academic Institution Accountable For Racial Justice](#) by Rachel Cargle (pay her for her work!)*

[Academics for Black Survival & Wellness Call to Action](#) - week of events June 19-25, 2020

Miscellaneous STEM and Academia Anti-Racism Resources

[Decolonizing Science Reading List](#) by Chanda Prescod-Weinstein

[#ShutDownSTEM Resource List](#) (Comprehensive reading, articles, videos!)

[Particles for Justice Resource List](#)

General Anti-Racism Resource Compilations and Action Guides

There are incredible book, movie, article, & podcast selections listed here. When was the last time you read a book by a Black author? Or watched a movie by a Black director? Do you want ideas for how to talk with the children in your life about racism? Looking for an educational podcast that will help you process current events? Racism exists in the media we consume, the conversations we are or are not having with our families and friends. Click on these links to address that! Do you feel the need to DO SOMETHING and take action? Click on these links for action ideas!

[Anti-Racism Resources for White People: Articles, books, movies, podcasts, and more!](#)

Compiles by Sarah Sophie Flicker and Alyssa Klein

[75 Things White People Can Do For Racial Justice](#) by Corinne Shutack

[Showing Up for Racial Justice \(SURJ\) Resources and Toolkits](#)

[Anti-Racism Resource Guide](#) by Tasha K

Miscellaneous Resources

[Becoming Ruby: Inclusion, Bikes, and Hand-Drawn Heroes.](#) A short film by Patagonia.

Learn more about being a Black geoscientist by following those featured on [this blog](#) (their tweets are enlightening).

Learn about diversity in STEM in this [TedTalk](#)