



Hi! For those who are new to the program, we the Diversity Committee want to create an inclusive community and draw you into the vital conversation we began having this past spring. By now + through orientation you may have heard of the efforts we are making to make this program more actively anti-racist. We know that for some, this is an all-too familiar fight, and for others, this is an uncomfortable confrontation. From those who need a refresher on key terms, to those who are looking for further resources and support - this one sheet is for you!



WE CAN HOLD THAT WE ARE OPPRESSED IN SOME WAYS AND PRIVILEGED IN OTHERS, AND THAT WE CAN DO RADICAL JUSTICE WORK WHILE EXISTING AT COMPLEX INTERSECTIONS OF OPPRESSION AND PRIVILEGE

if you are new to many of the ideas circulating rn, most of the work might be on yourself
on your thoughts, actions, biases, assumptions, and patriarchal capitalist white supremacist indoctrination

"Accountability feels like an attack when you're not ready to acknowledge how your behavior harms others."
(Sho line)

Am I thinking critically and reflecting on what is being said rather than just consuming information?

IF YOU HAVE ANY QUESTIONS, COMMENTS, OR CONCERNS, PLEASE EMAIL
tcspdiveristycommittee@tc.columbia.edu

Willow Lung-Amam
@drlungamam
Why was I today years old when I learned that the SAT was created in 1926 by a eugenicist, Carl Brigham, that believed the test would reveal the natural intellectual ability of White people?

Defining BIPOC
BIPOC: Black, Indigenous, & People of Color
BIPOC stands for (B) Black, (I) Indigenous, and (PoC) People of Color. It represents all people of color just as PoC does, but it places the experiences, struggles, and legacies of oppression held by the Black and Indigenous communities at the forefront of our dialogue. This is an important change in vocabulary as it creates solidarity without oversimplifying the realities for various communities of color.
Check out @shunt1997's "amazing" post for more on using BIPOC, Black, or African American (and for so much other great content)

The definition of **intersectionality** is: the complex, cumulative way in which the effects of multiple forms of discrimination (*racism, sexism, classism, etc.*) combine, overlap, or intersect especially in the experiences of marginalized individuals or groups*
(SOURCE: MERIAM WEBSTER)



Race vs Ethnicity:

- Ethnicity is about culture! All humans are members of one (or more) ethnic groups
- The idea of "race" has been CREATED to justify the idea that some "races" were superior to others
 - Externally imposed by outsiders
 - Result of early globalization
 - Power dynamic!
- Race is one aspect that defines ethnic group, but ethnic group does not define race

Eugenics:

- The idea of "improving" the human race by breeding to enhance desired characteristics and weed out those undesired. Nazis used this! Also ties in to the issue of race

White fragility: the instinctive defensive reactions white people have when racial worldviews, positions, or advantages are questioned or challenged

White-passing: A person who may appear/ is assumed to be to be white, but whose racial identity is more complex (BIPOC/ multiracial)

This involves learning to read the cues coming from revolutionary Black leadership, being able to take initiative when it makes sense, and stepping back when it doesn't. White people also need to learn that being in proximity to radical work is not something to be commodified for our own purposes to become an "expert." Do not enter Black spaces as if you have any kind of authority over Black people, period. *No come ups, whether material or social.* Avoiding white nonsense--and nipping it in the bud when it appears-- should become second nature to white people, infused into the culture of the movement at large. This is an ongoing process that requires a lifelong process of learning and struggle. The uprisings of the past week create space for this process to ensue, and the task of political education in all of its forms is more important than ever.

HOW CAN I GET INVOLVED!?!?
-support the Harlem community
-read books from black owned bookstores
-apply to be a member of the diversity committee
-hold professors and fellow students accountable!
- redistribute yr wealth to black artists and educators

Tracy Edwards (she/her)
@thetracysimone
Had a conversation with my dad about the "diversity" projects I'm already being asked to do in grad school. His response:
"Are your white classmates required to do the same or are they allowed to focus on their studies in peace?"
Damn.
3:33 PM · 2020-08-29 · [Twitter for iPhone](#)

Namira Islam Anani
@namirari
Diversity is who is in the room.
Inclusion is who has influence in that room.
Anti-racism is a mindset, way of being, and goal for a group of people in a room.
These are not interchangeable terms.
11:28 AM · 26 Aug 20 · [Twitter for Android](#)

RACE AS A SOCIAL CONSTRUCT
Racial identity must be examined with a social and historical lens.
• Race is externally imposed by outsiders.
Example: White Europeans creating the Negro race to homogenize the multiple ethnic groups that were conquered in Africa or brought as slaves to America.
• Race is a result of early globalization.
Example: During the Age of Imperialism when European explorers conquered people with different physical traits (i.e. Indigenous groups in Latin America, East Asia, and so many more)
• Race involves a power dynamic.
Example: Social Darwinism perpetuated the idea that certain races were perceived as superior to others.
As such, the idea of "race" has been used historically as a means to subjugate groups of people, provide justification for colonization, and create social hierarchies.
@diversitygonerative

what we say	what we mean
social determinants of health	health outcomes due to systemic forms of racism and oppression
BIPOC are at higher risk for...	racism increases the risk for...
diversity and inclusion training	discrimination and systemic racism awareness training
implicit or unconscious bias	racist beliefs that I hold that contribute to oppression
calling patients "drug seekers"	having a racial empathy gap and failing to acknowledge and treat the pain of Black patients

Rachel Elizabeth Cargle
Yesterday at 10:49 PM · [@rachelcargle](#)
I know in the age of social media it can seem like you need a 'platform' to do meaningful work.
Not true in the least.
Your home is your platform, your extended family is your platform, your office is your platform, the little girl in your neighborhood is your platform, your classroom is your platform, your example of being a decent person who cares about humanity and demands justice is. your. platform.

SEE LINKS BELOW (ON NEXT PAGE) FOR MORE RESOURCES!

Go, continue to [#dothework](#)

Links to resources:

- [Anti- racism proposal appendix terms](#)
- [Resource info sheet \(resources in the Harlem community\)](#)
- [Being actively anti-racist \(including a brief history of the term "race"\)](#)
- [Race vs Ethnicity deep dive](#)
- [Rachel Cargle deconstructing racist language](#)
- [Why cancel culture is bad](#)
- [Historical perspective of African American Psychology](#)
- [School Psychology \(NASP\) Anti-racist statement \(TC has signed\)](#)
- [Diversity Committee Contact](#)
- [Not So Ivory Tower instagram](#)
- [NYC events/ protests \(updated daily\)](#)

All images from Instagram. The following is a comprehensive list of sources:

- @diversifyournarrative
- @muslimarc
- @chiara.acu
- @educatorsforjustice
- @rachel.cargle
- @_nanders
- @tatakpilipino
- @teachmepublichealth
- @jb_mbcontingent
- @diversityinacademia

