

# UW CSE Undergraduates

## Showing Up for our Black Peers: Resources & Action Steps Document

Compiled by CSE Students at the UW

*"The beauty of anti-racism is that you don't have to pretend 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 that's the only way forward."*

- Ijeoma Oluo, author of *So You Want to Talk About Race*

These resources have been assembled by students, for students, and any external links have not been officially endorsed by the University of Washington or the Allen School.

### Overview

First and foremost, we are providing this document as a means of accessible support for those who are personally affected by recent events. This document is also a compilation of resources and action steps relevant to our student body in working towards equity and justice for the black community. For those of you who are overwhelmed by the amount of resources circulating out there, we have provided you with this document as a place to start. However, what you see below represents only a few of the many resources you can use to educate yourself and take action. In order to continue learning and institute real change, we encourage you to keep researching, listening, and giving back beyond this moment in time. Please remember to use your own critical lens while looking at these links, noting the authors, sources, and biases that you are being shown. This is a living document and we will do our part in continuing to update this document as needed.

### Goals

1. **Support** - We acknowledge that consuming media and having conversations with the people around you regarding allyship and justice can be draining. The videos currently circulating can be especially traumatizing for Black students who continue to feel unsafe and exploited. We hope to provide resources for mental health support, especially for the Black members of our community right now.
2. **Educate** - We want to share these resources with our community to show what it means to be an ally, how to be an ally, and how to speak with, not FOR, the Black community. We acknowledge that we (the compilers of this document) are not Black and cannot speak to the experience.

3. **Mobilize** - We will share causes to donate to, petitions to sign, and individuals to contact in the name of allyship. We will share social media handles we believe have valuable information and graphics. We will also share action steps to be taken within the Seattle area including protests, donation avenues, black-owned businesses to support, and more. We urge you to take action in the manners that work best for you.

## Support

### 1. Counseling

*Use these resources to schedule secure Zoom counseling appointments or attend online wellbeing workshops.*

- a. [UW Counseling Center](#)
- b. [Hall Health](#)
- c. [Husky Health and Wellbeing](#)

### 2. Community

*The following are lists of health and wellness resources that are catered towards marginalized students.*

- a. [Samuel E. Kelly Ethnic Cultural Center: Health and Wellness](#)
- b. [Covid-19 Resources for Current Students](#)
- c. [Resources for BIPOC Students](#)

### 3. Staff

- a. [Allen School Advising](#)

### 4. Non-UW Resources

- a. [Crisis Connections](#): A King County-based texting and calling hotline for those in crisis.
- b. [Crisis Text Line](#): A text line for those in crisis in the US, Canada, UK, and Ireland.
- c. [Inclusive Therapists](#): A community of therapists centered around the needs of marginalized populations, including Black, Indigenous, and People of Color, the LGBTQ+ community, neurodivergent folx, and people with disabilities.
- d. [Liberate App](#): A meditation app created by and for the BIPOC community.
- e. [Therapy for Black Girls](#): A mental health website centered around wellness for Black womxn. Includes podcasts, therapy connections and more.
- f. [National Queer and Trans Therapists of Color Network](#)

- g. [Loveland Therapy Fund](#): Black women and girls - apply for financial assistance for therapy here.
- h. Womxn of Color in Tech [Facebook Page](#): WoC in Tech is a "Seattle-based organization for the advancement of womxn, grlrs, and communities of color through technology".

## Educate

We live in an era where there are plentiful resources to educate ourselves on Black injustice, ranging from literature and published studies to Instagram graphics and news articles. While it is important to engage in conversation, we want to relay to readers that **it is not the duty of the Black community to educate the majority on the injustice they face every day**. Recognize that while these conversations are a learning tool for some, they can be very taxing for those affected by anti-Black rhetoric. Below, we have provided just a few of the many resources you can use to do your own research.

### 1. UW Coursework

These are only a few resources relevant to educating oneself on anti-racism. We encourage you to ask friends and faculty for recommendations, and to surf through MyPlan to figure out what course works best for you!

*\*These courses are specific to data use within the tech industry*

- a. \*[CSE 492E: Computer Ethics](#)
- b. \*[INFO 350: Information Ethics And Policy](#)
- c. \*[SOC 225: Data and Society](#)
- d. [GWSS 489: Black Cultural Studies](#)
- e. [HSTAA 231: Race and American History](#)
- f. [LSJ 331: The Politics Of Race And Ethnicity In The United States](#)

### 2. Anti-Blackness and Racism Within Tech - Mixed Media

- a. (Literature) [Algorithms of Oppression by Safiya Noble](#): A revealing look at how negative biases against women of color are embedded in search engine results and algorithms.
- b. (Article) [In Tech Being Allies Is Not Always Comfortable - Don't Let That Stop You](#) - Tips from a tech analyst and storyteller on how to be an ally within tech.
- c. (Article) [Is Silicon Valley using culture fit to disguise discrimination?](#): A former techie-turned-writer shares his experience of working as a Black employee in

Silicon Valley, and tells how the technology sector remains out of reach for many under-represented ethnicities.

- d. (TED Talk) - [Challenging Algorithms of Oppression](#): Safiya Noble explains how commercial spaces dominate the information we see, and are often used as oppressive tools that hold up institutions of white supremacy.
- e. (TED Talk) [The Era of Blind Faith in Big Data Must End \(Weapons of Math Destruction\)](#): An explanation of the hidden agendas behind oppressive algorithms by mathematician and data scientist Cathy O'Neil.
- f. (Podcast) [Modern Figures](#): A podcast elevating the voices of black women in computing.

### 3. Literature

- a. [How To Be An Antiracist](#) by Ibram X. Kendi
- b. [So You Want to Talk About Race](#) by Ijeoma Oluo
- c. [White Fragility: Why It's So Hard for White People to Talk About Racism](#) by Robin DiAngelo

### 4. Articles & Essays

- a. [A Herstory of the #BlackLivesMatter Movement by Alicia Garza](#) (one of the founders of Black Lives Matter)
- b. [Amy Cooper Knew Exactly What She Was Doing](#)
- c. [How to Challenge White Supremacy Through Rest](#)
- d. [In Defense of Looting](#): A comprehensive essay relaying the historical objectives & effects of non-violent and violent protests.

### 5. Remember their Names

- a. [Mapping Police Violence](#): A website dedicated to tracking police violence across the US, including the names and cases of those who have lost their lives to police brutality.
- b. [Rest in Power, Beautiful](#): A video created by Black Lives Matter remembering those lost and the importance of the #BLM movement.
- c. (TED Talk) [The urgency of intersectionality](#): Kimberlé Crenshaw opens the discussion of the double bind faced by victims of simultaneous racial and gender prejudice.

## Allyship

Underrepresented minority (URM) populations\* represent **only 91 of about 1500 undergraduate students in the Allen School**. Though these numbers have increased significantly with our recent direct admit classes, we recognize that this is an institutional problem and that we still have a long way to go. The Allen School is actively taking steps to dismantle this system, such as reworking admissions and supporting our ambassador team. However, allyship is one way we can support our URM community on an individual level. We have focused specifically on White and Asian allyship because ~94% of the Allen School identify as such, but these resources can still be for anyone.

*\*Federally recognized URM includes African American, American Indian/Alaska Native, Hawaiian/Pacific Islander, and Latino/Hispanic.*

## 1. White and Non-BIPOC allyship

- a. [Anti-racism Resources for White People](#)
- b. [Six Ways to be a Better Ally](#)
- c. [The White-Savior Industrial Complex](#)

## 2. Asian Allyship

- a. [20+ Allyship Actions for Asians to Show Up for the Black Community Right Now](#)
- b. [30+ Ways Asians Perpetuate Anti-Black Racism Everyday](#)
- c. [Beyond the Model Minority Myth](#)
- d. [South Asians and Black Lives](#)
- e. [What a Model Minority Mutiny Demands](#)

## 3. Allyship within the Allen School and UW

- a. [ASUW Resource Doc: Resources to be an Ally to the Black community](#)
- b. Minorities in Tech (Club)
- c. Quarterly Diversity Discussions with [ACM-W](#)

## 4. Instagram

- a. UW Socials
  - i. [@solidarity4blackstudentneeds](#): “University of Washington-based student coalition advocating for the needs and rights of the Black student body”
  - ii. [@uw\\_ecc](#): The Official Instagram for the UW Samuel E. Kelly Ethnic Cultural Center
  - iii. [@uwseattlebsu](#): The Official Instagram for UW’s Black Student Union
- b. Non-UW Socials

- i. (IGTV Video): [George Floyd, the Minneapolis Protests, Ahmaud Arbery & Amy Cooper](#): a video by Trevor Noah, *The Daily Show* host, on recent news, allyship, and the Black experience.
- ii. [@Blacklivesmatter](#): Official Instagram for the BlackLivesMatter Global Network.
- iii. [@goodgoodgoodco](#): Education on Allyship through a Race Lens
- iv. [@teachandtransform](#): Anti-Bias and Anti-Racist Educator & Asian Allyship
- v. [@theconsciouskid](#): Education Through a Critical Race Lens

## Action Steps

### 1. Petitions, Numbers to Call, and Emails to Send

- a. [Justice For Big Floyd](#), [Breonna Taylor](#), and [Ahmaud Arbery](#): These are websites outlining the recent cases with petitions you can sign and numbers you can call to demand justice from government officials.
- b. [Action Items for Breonna Taylor](#)
- c. [UW: Give Black Students Accommodation for Finals](#)
- d. [Defund the Seattle Police Department](#)
- e. [Decriminalize UW](#)
- f. [Email for BLM](#): Pre-written emails demanding justice for those murdered by police. These only require you to add your name.

### 2. Donations

- a. [ACT Blue Split Bail Funds](#): Split a donation between 39 community bail funds across the US.
- b. [Black Lives Matter Movement](#): "A global organization whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes."
- c. [National Bail Out](#): A Black-led and Black-centered collective of abolitionist organizers, lawyers, and activists organizing bail funds for those who cannot afford it.
- d. [Grassroots Law Project](#): An organization working to combat racism in the US by organizing grassroots projects against racism (created petitions and set up easy systems to contact government officials for the cases of George Floyd, Breonna Taylor, Ahmaud Arbery, and many more).

- e. [Seattle Artist Relief Fund](#): The Seattle Artist Relief Fund is run as a program of LANGSTON (a Seattle-based organization dedicated to cultivating and showcasing Black brilliance in our community). Donate to help support Black artists with rent, food, and other critical needs.

### 3. Local Involvement

- a. [A Guide to Resistance Events, Black-Owned Restaurants, and Other Ways to Stand Against Racism in Seattle](#) (this includes events in Olympia, Tacoma, Rainier Valley, Snohomish, and online!)
- b. [Black-owned businesses in the Greater Seattle Area](#)
- c. [Get a list of Black-owned businesses based on service and city](#): You can search up businesses based on service, city, and ownership (Black, LGBTQIA+, etc.) to support. (Not restricted to the Seattle area)

## Stay Involved

### 1. Further Learning and Action Resources

*The following are guides you can use to educate yourself and take action beyond this document.*

- a. [Anti-Racism Packet](#)
- b. [Black and Asian-American Feminist Solidarities: A Reading List](#)
- c. [National Resource List #GeorgeFloyd](#)
- d. [Shareable Anti-Racism Resource Guide](#)
- e. [Black Lives Matter Resources Masterpost](#)

### 2. Make Your Voice Heard

- a. Contact your professors to demand accommodations for all affected students: including Black students, those who have been impacted by the recent events, those who have close relationships to the Black community, etc.! [Here is an example template for what your email could look like \(scroll to the bottom\).](#)
- b. Contact your representatives easily with <https://resist.bot/>
- c. Register to vote in local, state, and national elections at [vote.org](https://vote.org)