

Angewandte Chemie June 5, 2020



The screenshot shows the top portion of a c&en article. The header is red with the 'c&en' logo. Below it, a red box contains the word 'ETHICS'. The main title is in large, bold black font. A 'Share' button is visible to the right of the title. Below the title is a sub-headline and the author's name, 'Laura Howes', with the date 'JUNE 8, 2020'. At the bottom left, a large letter 'A' is followed by a short summary. At the bottom right, there is a logo for 'Angewandte Chemie International Edition'.

ETHICS

Essay criticizing efforts to increase diversity in organic synthesis deleted after backlash from chemists

Publishing of a personal essay in *Angewandte Chemie* points to deeper problems within the community, chemists say

by **Laura Howes**
JUNE 8, 2020

A June 5 essay on the state of organic synthesis sparked immediate outcry from chemists due to the author's

Angewandte Chemie International Edition

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].

Angewandte Chemie June 5, 2020

- 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

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 In The Physical Sciences

Being a better advisor, lab
mate, and friend to Black colleagues

This presentation was inspired by the hard work of:

Elena Dominguez¹, Angeline Dukes¹

and Autumn Ivy², PhD, MD

¹UCI Dept. of Neurobiology and Behavior

²UCI School of Medicine

Remember to #CiteBlackWomen

Acknowledgements

For laying the groundwork of this presentation

- **Elena Dominguez** - 2018 cohort, Stark Lab
- **Angeline Dukes** - 2017 cohort, Fowler Lab
 - **Dr. Autumn Ivy**

For contributions and moderating this presentation

- **Khawla Mustafa** - 2019 cohort, Hochbaum lab
 - **Clarabella Li** - 2019 cohort, Yang lab
- **Jenn Campos Ayala** - 2019 cohort, Saltzman-Aydin lab

For giving us the platform to give this presentation

- **Garrett Yoshitomi**
 - **Morgan Sibley**
 - **Cynthia Dennis**
- **Dr. Ann Marie Carlton**
 - **Dr. Doug Tobias**
 - **Dr. Craig Martens**

Disclaimer



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



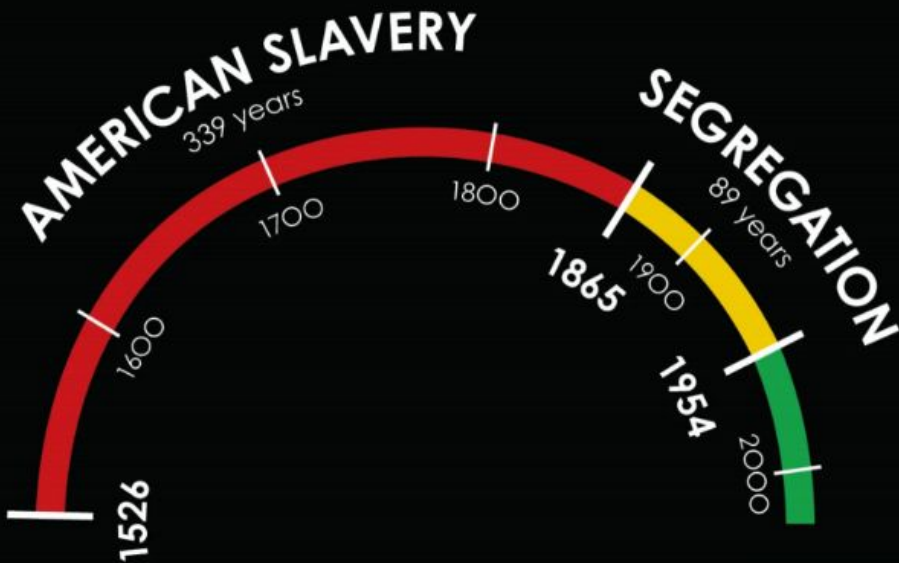
Terminology

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

- 
- 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**

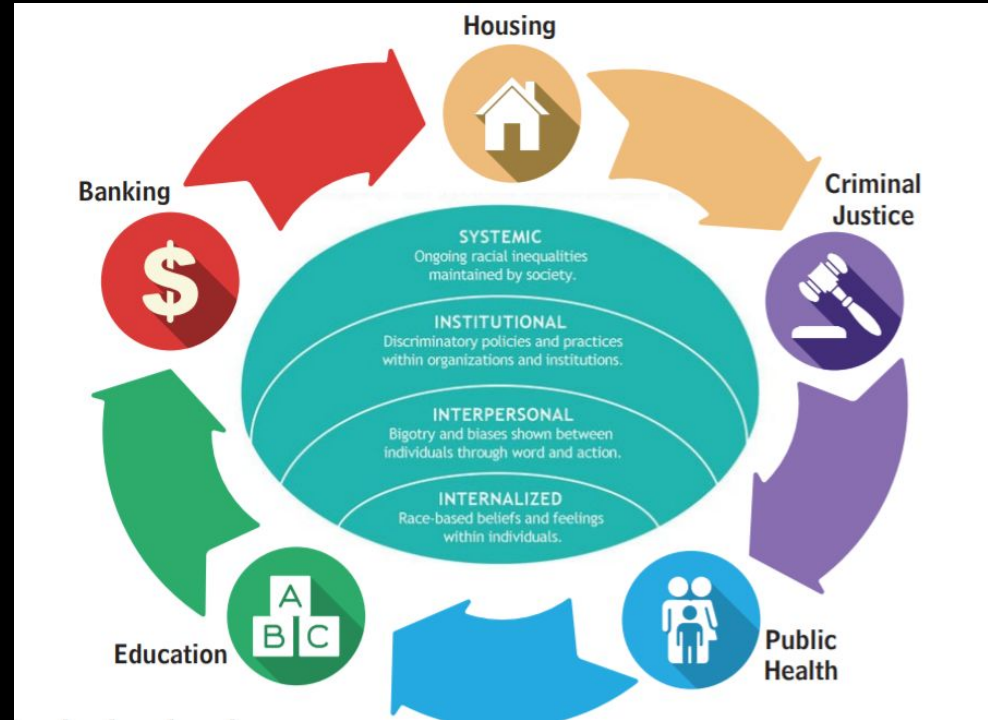


Barely over
50 years of
"equality"



Equality 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

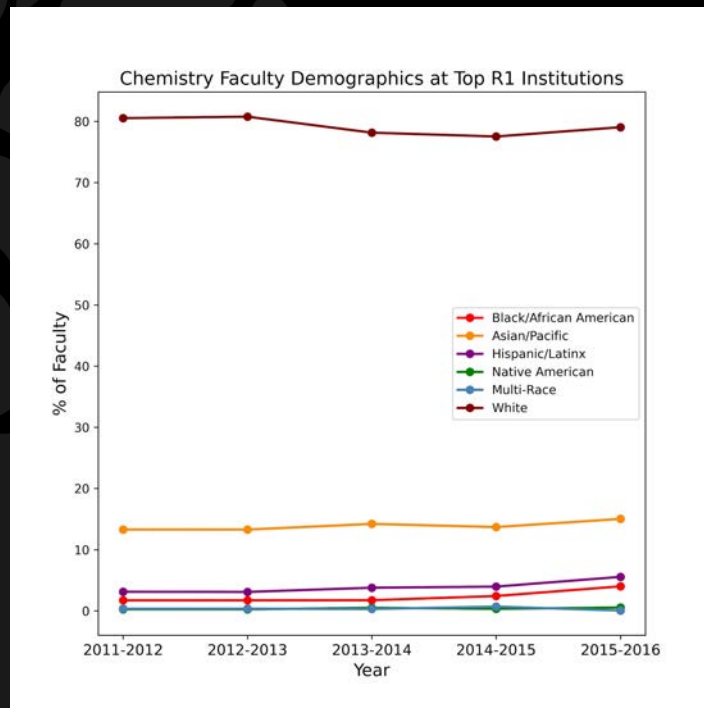
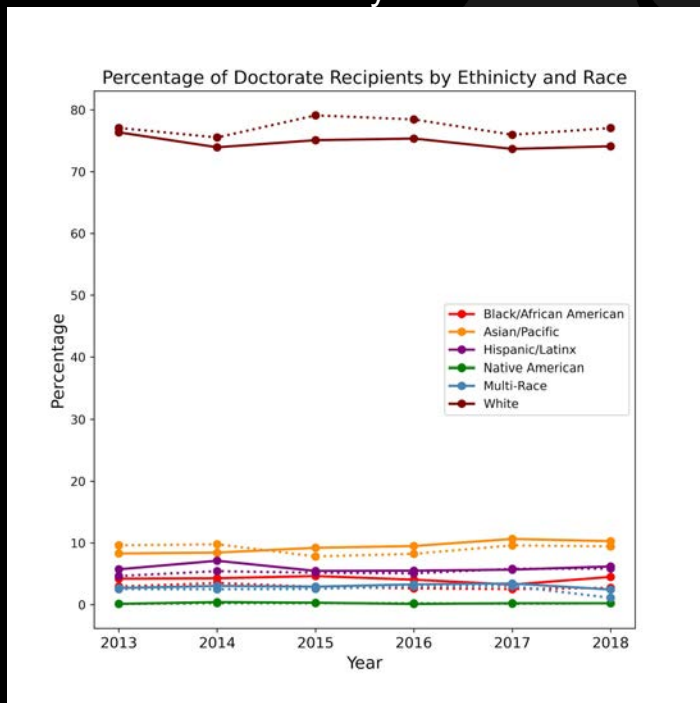


Blumenson, Eric; Eva S. Nilsen (May 16, 2002). "How to construct an underclass, or how the War on Drugs became a war on education"(PDF). Drug Policy Forum of Massachusetts. Retrieved June 21, 2020

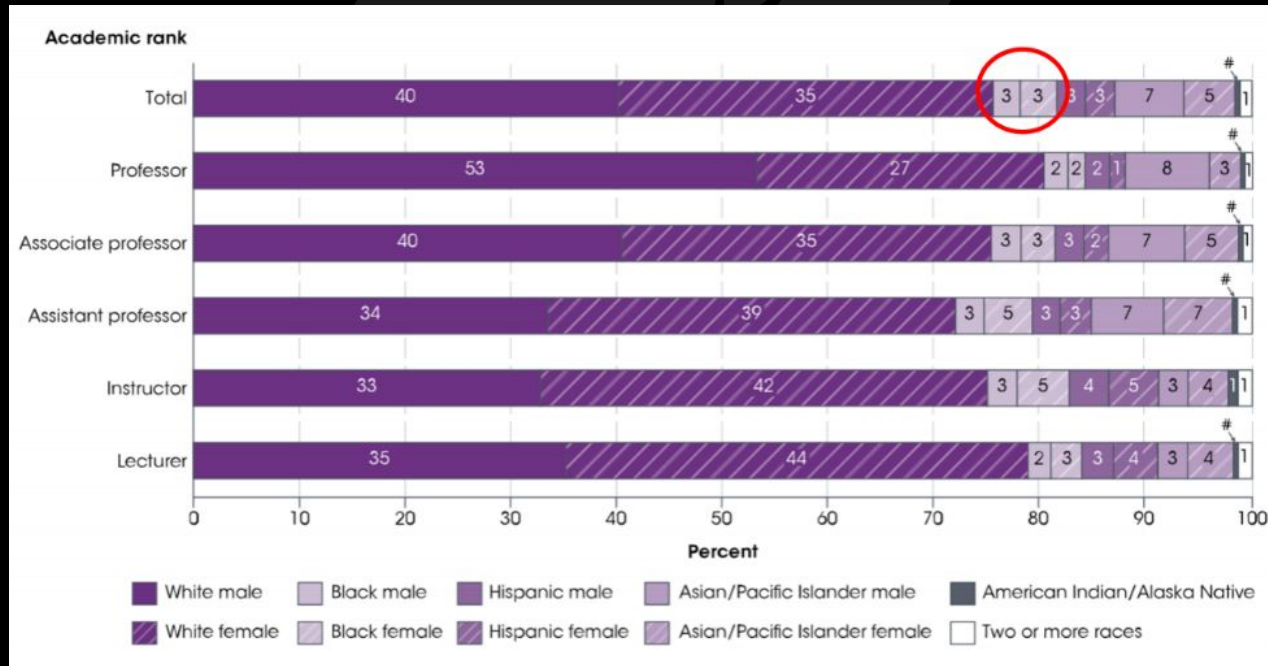
Morgan, J. D., et al. (2018, May). What Racism Looks Like: An Infographic. Frank Porter Graham Child Development Institute, University of North Carolina at Chapel Hill.

Demographics within Chemistry Departments

Dashed Line: Physical Sciences
 Solid Line : Chemistry



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



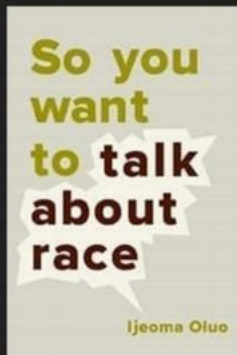
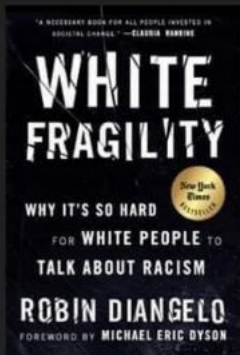
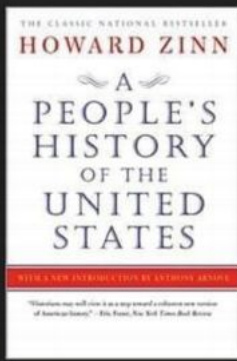
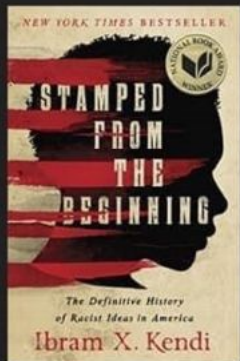
What the department and school can do

- Acknowledge the events occurring and specifically anti-Black racism

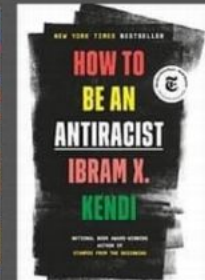
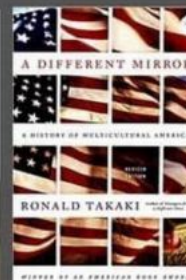
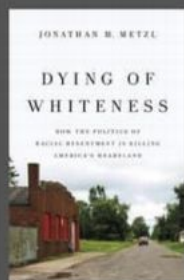
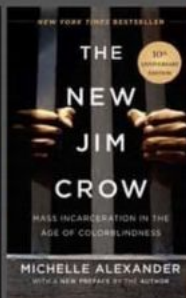
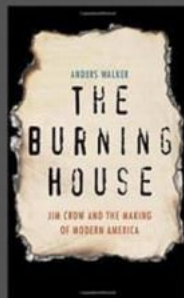
IMMEDIATELY

- 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**

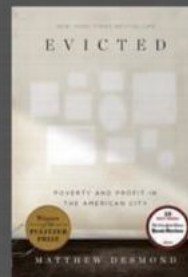
Anti-Racist Lit. Starter Kit



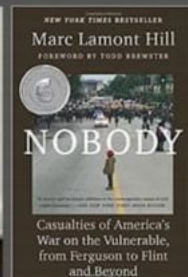
Anti-Racist Lit. Intermediate Kit



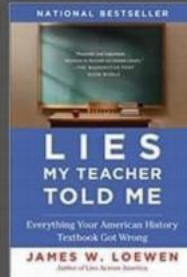
Anti-Racist Lit. Topic Specifics



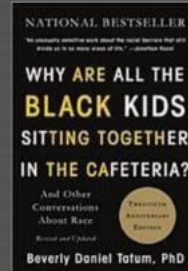
poverty
housing



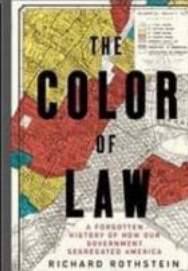
police violence
mass incarceration



education
colonialism
ahistoricism



education
discrimination
bias

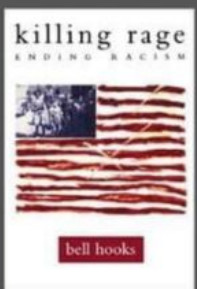
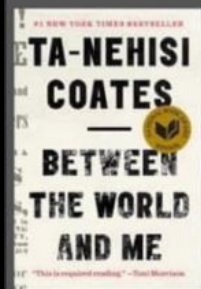
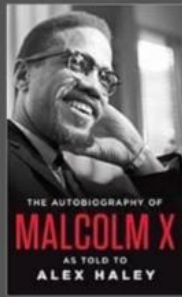
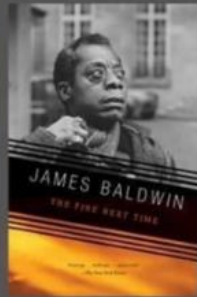
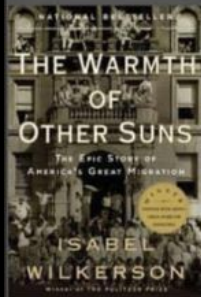


segregation
housing
discrimination
redlining

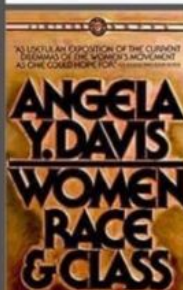
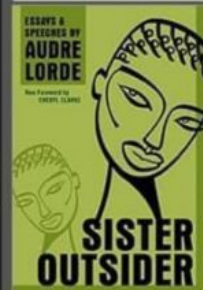
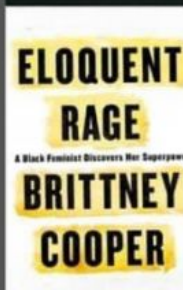
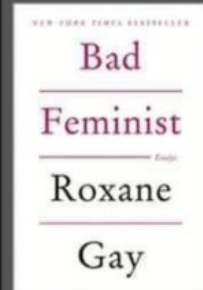
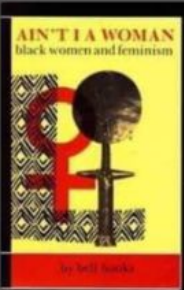
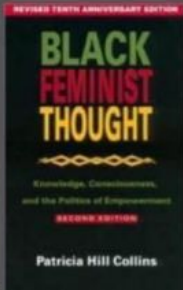
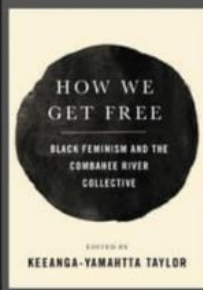


voter suppression
black voting

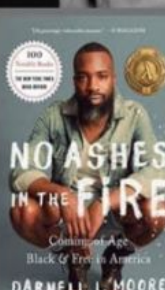
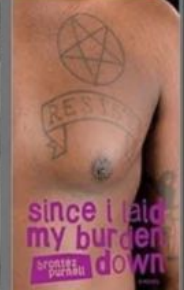
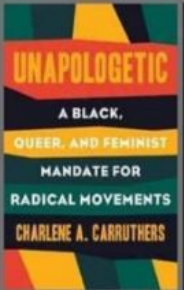
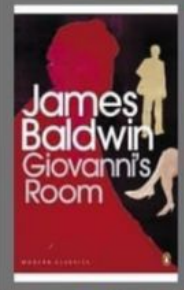
Anti-Racist Lit. Biographies, Non-Fiction Novels, Personal Narratives



Anti-Racist Lit. Black Feminism



Anti-Racist Lit. Black LGBTQ+



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



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

- Garrett - gyoshito@uci.edu
- Moises - moiseser@uci.edu
- Clarabella - clarabel@uci.edu
- Khawla - khawlam@uci.edu
- Jenn - camposaj@uci.edu
- Ali - atyounis@uci.edu
- Heriberto - hflorzul@uci.edu