

Anti-Racism for Newcomers

Hosts: Elise Brown (*they/them/theirs*), Dennis Porche (*he/him/his*),
Malcah Effron (*she/her/hers*)

MIT Mathematics

#ShutDownSTEM #Strike4BlackLives, June 10 2020

Expectations

- We are not experts
- All feelings are welcome
- All questions are welcome
- We are equals in this space
 - But you can message Malcah or Dennis if you want to express something to the group anonymously

Blanket content warning for prejudice and violence

We acknowledge the Indigenous Peoples as the traditional stewards of the land where the MIT campus now stands, and the enduring relationship that exists between them and their traditional territories. This land is the traditional unceded territory of the Wampanoag Nation. We acknowledge the painful history of genocide and forced removal from this territory, and we honor and respect the many diverse indigenous people connected to this land from time immemorial.

Adapted from the MIT ICEO Land Acknowledgement Statement, crafted in partnership with The MIT Indigenous Peoples Advocacy Committee (IPAC), MIT's American Indian Science and Engineering Society (AISES) and other Native American MIT students

What is racism?

Overt Racism (Socially Unacceptable)



new life fellowship

KKK The N-Word
Swastikas

Lynching
Hate crimes
Racial Slurs

10%

Mass Incarceration

Racial Profiling

Police Brutality

Presumption of Guilt

Implicit bias

90%

Redlining

Housing Discrimination

Hiring Discrimination
based on name

Racist jokes

Covert Racism (Socially acceptable)

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@richvillodas on Twitter

Data: racism affects all parts of daily life

- Young children are more likely to perceive people with darker skin as “mean,” “dumb,” “ugly,” and “bad,” than people with lighter skin ([source: CNN](#))
 - Black children can internalize stereotypes at an early age, harming their academic performance and interest in learning (source: [International Review of Social Psychology](#))
- Black high school students are twice as likely to be suspended as white students ([source: NPR](#))
- The median net worth of white American households is **ten times** the median net worth of Black households ([source: Brookings](#))
 - In Boston, the median net worth of Black households is **\$8**. ([source: Boston Globe](#))
- Minneapolis police were **seven times** more likely to use force against Black suspects than white suspects ([source: Forbes](#))

What is privilege?

Open the “Invisible Knapsack” article. In the chat, name two items from the “Daily effects of white privilege” list that stood out to you.

Another way we can think of white privilege:

What we're allowed to do in public without being seen as a threat



Breonna Taylor, 26



Ahmaud Arbery, 25



Burrell Ramsey, 26



Tamir Rice, 12



George Floyd, 46



Sandra Bland, 28



Trayvon Martin, 17



Tony McDade, 38



David McAtee, 53



Eric Garner, 43

Some things you may have heard
people say that might be
well-intentioned but can still be hurtful

“I don’t see color”

“We’re all one race - the human
race”

- What might motivate someone to say this?
 - What might this intend to say?
 - How might it impact the listener negatively?
-

“I’m not racist, I
have a Black
friend / family
member”

- What might motivate someone to say this?
 - What might this intend to say?
 - How might it impact the listener negatively?
-

“All lives matter”

- What might motivate someone to say this?
 - What might this intend to say?
 - How might it impact the listener negatively?
-

“But wasn’t
[victim of police
violence]
resisting arrest?”

Or: “Didn’t they have priors?”

- What might motivate someone to say this?
 - What might this intend to say?
 - How might it impact the listener negatively?
-

“But looting isn’t
a helpful
response”

- What might motivate someone to say this?
 - What might this intend to say?
 - How might it impact the listener negatively?
-

Daily ways to practice anti-racism

Challenge your implicit bias whenever you notice it.

You may not be able to control your FIRST thought, you can control your SECOND thought and your ACTION. (graphic by @shes_mightymighty on Instagram)

True story:

There was a house for rent across the street from me.

I watched people come and go.

One day, I saw two different couples check out the house.

My 1st thought was, "I hope the second couple gets the house."

@shes_mightymighty

My 2nd thought was, "Why do I have a preference?"

The 2nd couple was Black, light-skinned, thin, younger, dressed in trendy clothes.

The 1st couple was also Black but older, heavier-set, darker skinned, dressed in sweatpants.

@shes_mightymighty

I continued to dig and ask myself questions like, "Where is this coming from?"

It came from old training.

Good = light skin, thin, young, attractive = educated = safe = good neighbors

Bad = dark skin, heavy, old, plain = uneducated = dangerous = bad neighbors

@shes_mightymighty

No matter how open-minded, socially conscious, anti-racist I think I am, I still have old, learned hidden biases that I need to examine.

It is my responsibility to check myself daily for my stereotypes, prejudice and, ultimately, discrimination.

@shes_mightymighty

**What
else?**



Dr. Jasmine Abrams

@DrJasmineAbrams

Many of my Black friends and I have gotten messages from white colleagues asking about our well being and how they can help. Rather than burden us with your guilt, invite us to co-author papers and grants with you. Invite us to be on the symposium or be the guest speaker.

6:11 AM · Jun 3, 2020 · [Twitter for iPhone](#)

1.3K Likes 480 Retweets 39 Retweets with comments



Dr. Jasmine Abrams @DrJasmineAbrams · 7h

Replying to [@DrJasmineAbrams](#)

Invite us to the collaborative meetings where you discuss topics related to our interests. Say something (instead of secretly coming by our office later) in the faculty meeting, hallway, or classroom when a colleague or student says/does something implicitly or explicitly racist.

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Dr. Jasmine Abrams @DrJasmineAbrams · 7h

Show us the strategies you use to ensure a you have a successful career. Pay us the same amount that you pay white male professors. Understand, ACCOUNT for, and reward us for the inequitable burden of service we participate in.



Dr. Jasmine Abrams @DrJasmineAbrams · Jun 3

Drop our names for special opportunities or hires. Post about our work on your social media. Cite us in your papers. Vote in favor of our contract renewals, tenure, and promotion.

1

177

1K



Dr. Jasmine Abrams @DrJasmineAbrams · Jun 3

Keep in mind that the plantation has been on fire for us and that for most, it is a legit daily struggle to do our work. We appreciate you reaching out, but we'd appreciate it more if you helped us put the fire out.

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Dr. Jasmine Abrams,
Assistant Professor of
Community Health Sciences
BU School of Public Health