

Some reflections on diversity

Skamania/Fauxmania
June 29, 2020

The very big picture

Science is pursued in the public trust:
public funding,
public communication,
responsive to public concerns,
respect the public

How science is pursued depends on the person:
the question that is asked
the approach that is taken
how the data is interpreted
the unexpected/lateral connections that are drawn
how results are communicated

Scientific progress is dependent on the community
diverse approaches
quality of communication

The Scientific Enterprise must be representative of the public and cultivate an inclusive culture.

The Science Institutions started when civil rights generally violated; have a racist history.

Today: The Science Community is clearly not representative of the Public Community.

Often it is out of sync with public concerns, struggles to communicate, runs afoul of public trust.

Why have we failed?

Despite efforts to diversify the talent pipeline,
the ranks of scientists suffers from extreme underrepresentation of people of color.

Have we underestimated the depth and multi-dimensionality of the challenges?

By not educating ourselves enough, leaving it to others, might we be at fault?

What does it take to become a scientist?

- Interest, enthusiasm, excitement
- putting your ideas/data/re
trainee must feel c
- distinguish yourself via you
other distinguishir
- a commitment, often at th
trainee needs to d

“It’s not enough to invite someone to a
The true test of a culture of i
That will require a cul

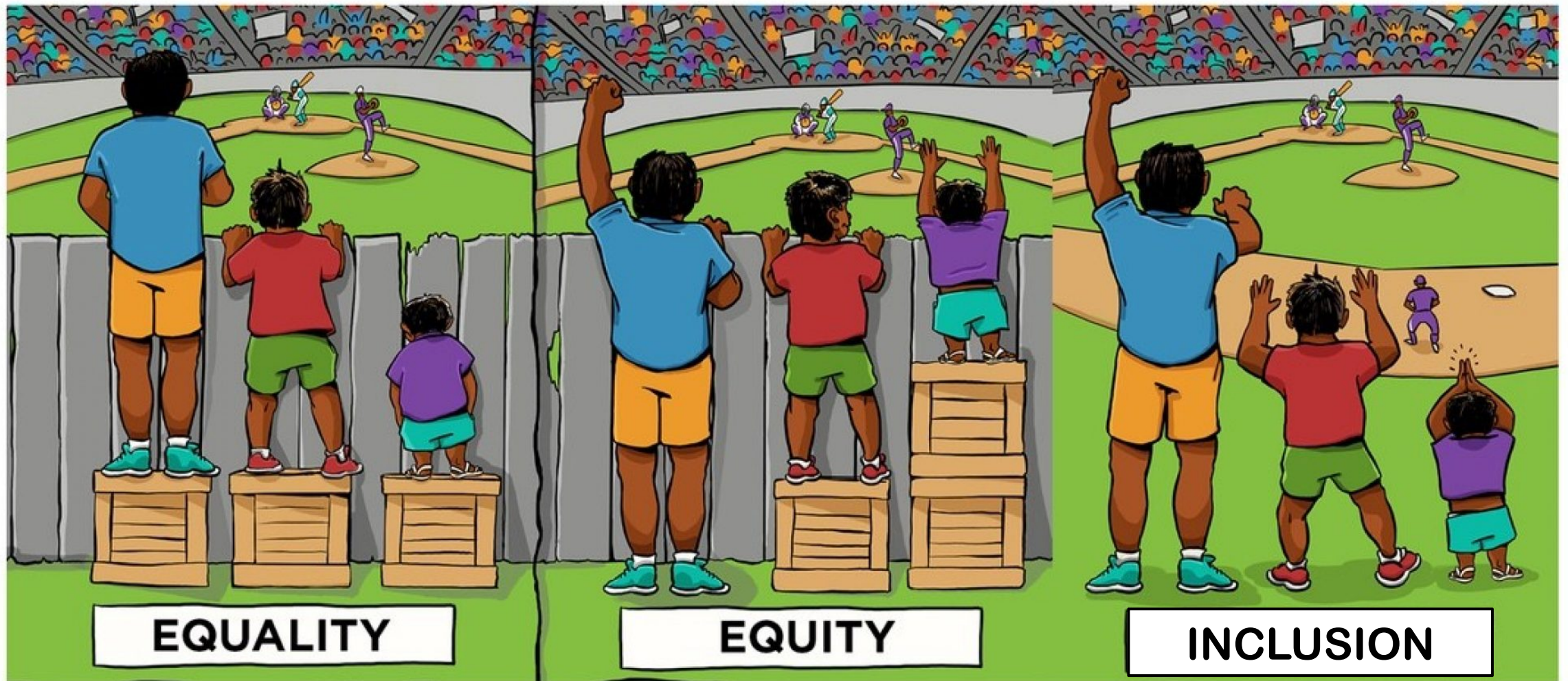


Linda Suleiman, MD @LindaSuleimanMD · Jun 27

Hi, I’m an orthopedic surgeon. This is my friend @DineeMD, a transplant surgeon. We are both operating today. We aren’t the same person. Please stop updating me on the status of the kidney. #blackwomeninmedicine #BlackintheIvory



"Equality" is not enough



What does it take to become a scientist? benefits of privilege

White Privilege: Invisible Knapsack



Peggy McIntosh

"I was taught to see racism only in individual acts of meanness, not in invisible systems conferring dominance on my group"

1. I can if I wish arrange to be in the company of people of my race most of the time.
4. I can be pretty sure that my neighbors will be neutral or pleasant to me.
42. I can arrange my activities so that I will never have to experience feelings of rejection owing to my race.
7. When I am told about our "civilization," I am shown that people of my color made it what it is.
15. I do not have to educate my children to be aware of systemic racism for their own daily physical protection.
17. I can talk with my mouth full and not have people put this down to my color.
18. I can swear, or dress in second hand clothes, or not answer letters, without having people attribute these choices to the bad morals, the poverty or the illiteracy of my race.
20. I can do well in a challenging situation without being called a credit to my race.
21. I am never asked to speak for all the people of my racial group.

What does it take to become a scientist? benefits of privilege

White Privilege: Invisible Knapsack



Peggy McIntosh

- 27. I can go home from most meetings of organizations I belong to feeling somewhat tied in, rather than isolated, out-of-place, outnumbered, unheard, held at a distance or feared.
 - 28. I can be pretty sure that an argument with a colleague of another race is more likely to jeopardize her/his chances for advancement than to jeopardize mine.
 - 29. I can be pretty sure that if I argue for the promotion of a person of another race, or a program centering on race, this is not likely to cost me heavily, even if my colleagues disagree with me.
 - 34. I can worry about racism without being seen as self-interested or self-seeking.
 - 35. I can take a job with an affirmative action employer without having my co-workers on the job suspect that I got it because of my race.
 - 37. I can be pretty sure of finding people who would be willing to talk with me and advise me about my next steps, professionally.
- “I repeatedly forgot each of the realizations on this list until I wrote it down. For me white privilege has turned out to be an elusive and fugitive subject. The pressure to avoid it is great, for in facing it I must give up the myth of meritocracy.”

The Questions – The BLM reckoning

Will I give up privilege to move science closer to meritocracy?

Will I try not to be a racist, or will I be an *anti-racist*?

Will I provide moral support, or actually do some of the work?

How?

White people are in BLM protests, what can I do?

How can help moves towards equitable meritocracy?

Step 1: Educate yourself. It's complex. It's new to you. It's work.

<https://www.shutdownstem.com/>.

<https://www.academics4blacklives.com/call-to-action/training-information>

This is a list of resources to begin your anti-racist work. This list will be continuously updated.			
Name of Resource	Type of Resource	Link	Notes
Activists	Article	https://drive.google.com/file/d/0Py2bSIPi5cIDbYB2enI0PzN6e2M/view	

The Science Talent Pipeline – who will take responsibility?

K-12: nurture early talent pipeline

Undergraduates: opportunity to discover interests

Undergraduates: provide research experiences

Graduate students: foster community, networks

Postdoctoral Trainees: prepare for faculty positions

Faculty Recruitment: identify to candidates

Faculty Promotion: reward those making extraordinary contributions

Don't "tax" faculty of color by expecting that they do this work

Faculty of color contribute to science and the institution, and function as role models for trainees when they are kicking it !

Worry about representation on committees that make impactful decisions, and where their voice is needed and wanted, not those that merely study, advise or comment, or when the concern is window-dressing.

CAREER FEATURE 24 JUNE 2020

The time tax put on scientists of colour

The pressure on researchers from ethnic minority groups to participate in campus diversity issues comes at a cost.

<https://www.nature.com/articles/d41586-020-01920-6>



Olivia Familusi @OliviaFamilusi · Jun 20

This week alone, I have spent over 14 hours in meetings discussing Diversity and Inclusion efforts at our med school. While important work, I could have used this time for school work and research projects. This is what the minority tax looks like. [#BlackintheIvory](#)

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1.8K

8.3K



#JusticeforBreonna Prescod-Weinstein 🧡🔵 @IBJIYO... · Jun 26

I spent more than 6 hrs this week advising white faculty - for free - on Black academic/student issues. I love my friends but y'all are getting a lot of free support from me. & will ride off into the sunset with the winnings, while I'm left trying to get tenure. [#BlackintheIvory](#)

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The Science Talent Pipeline – who will take responsibility?

K-12: nurture early talent pipeline

Undergraduates: opportunity to discover interests

Majority faculty must do this work.

Undergraduates: provide research experiences

Majority faculty must learn to do this work.

Graduate students: foster community, networks

Postdoctoral Trainees: prepare for faculty positions

Some will be more effective than others. Reward them. Apply meritocracy.

Faculty Recruitment: identify to candidates

Faculty Promotion: reward those making extraordinary contributions

For every step:

Recognize that science has a culture. Understand it. Be critical of it, and work toward making it anti-racist !

Educate yourself on the history of racism in science and in the academy. Refuse to validate and perpetuate it.

Some specific Suggestions to move the needle

K-12: nurture early talent pipeline

integrate outreach into your laboratory culture

Undergraduates: opportunity to discover interests

insist on inclusive teaching practices
require diversity-related course(s)

Undergraduates: provide research experiences

ensure training occurs in safe spaces
foster networks

Graduate students: foster community, networks

foster networks

Postdoctoral Trainees: prepare for faculty positions

navigate the opportunities to ensure success
ensure that you do diversity work, not your URM postdoc

Faculty Recruitment: identify to candidates

ensure that contributions to diversity are a core eval criterion
recruit mentor professors

Faculty Promotion: reward those making extraordinary contributions

ensure that contributions to diversity are a core eval criterion
promotion, excellence awards, external fellowships and awards

How do you broaden participation in diversity work?

“It’s not enough to invite someone to a dinner party, or even offer them a seat of at Table.
The true test is whether at the end of the evening everyone has truly enjoyed the evening!”

Inclusivity must be a core value.

Contributions to Diversity

Contributions via Research

Contributions to the Teaching mission

Contributions to shared faculty governance

for

Faculty recruitment

Faculty promotion

How do you broaden participation in diversity work?

Criteria for evaluating Contributions to Diversity:

1. Knowledge/Expertise: Have they studied the issues and do they understand them?
2. Track record: Have they contributed to Diversity and has it been successful?
3. Plans: Have they developed plans that address the issues and are likely successful?

Actions must show intentionality, understanding, pattern, and a plan.
i.e. do not reward people whose contribution to diversity is “I had a black student in my lab.”



UCSF Student @StudentUcsf · Jun 8

Exactly @PriscaDiala! What is currently in place at **UCSF** is not enough!

@**UCSF** and @**UCSFMedicine** : take the time to read the **#BlackInTheIvory** thread.

This needs to



Prisca

These #Black
Blackness
"leader" in
training....C



The Bourne Immunology @TheBourneImmuno · Jun 23

The scientific community cares way more about temporary visa suspension than they did about Black lives. Mainly PIs complaining that their human capital has been depleted

#BlackintheIvory
#BLM



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