

DIVERSITY & INCLUSION NEWSLETTER

From the NGSO's D&I Committee

Inside the Issue

RACISM HAS EVOLVED

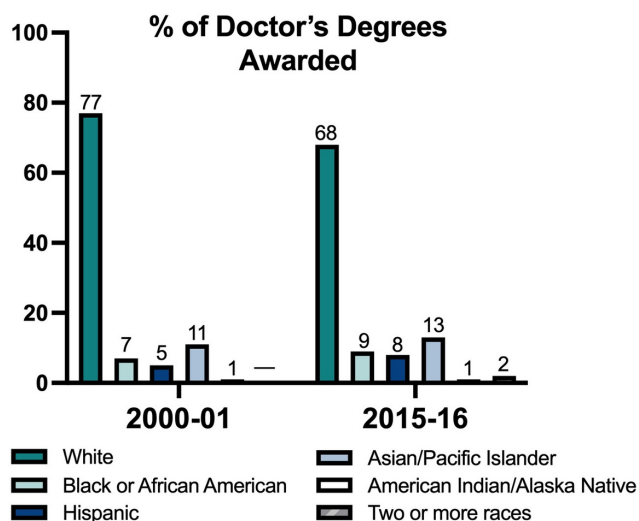
We explain the definition of Racism, how it has evolved, and how it shows up in academia

WHAT CAN BE DONE?

We explain what the reader can do to reduce the impact of racism

RECOMMENDED READS

We provide a list of relevant scholarly articles and resources on the topic of racism



Graphic 1: Percentage of doctor's degrees awarded by degree-granting postsecondary institutions, by race/ethnicity: Academic years 2000-01 and 2015. Adapted From [the National Center for Education Statistics](#).

RACISM HAS EVOLVED

Racism is traditionally defined as thoughts, words, or actions that are overtly discriminatory against another person because of their race. Because these practices are considered immoral today, modern racism has become more subtle and indirect. Modern racism is harmful and may show up in the form of color-blindness, microaggressions, or systematic disadvantage. Refer to "How Racism Shows up in Academia" and "Definitions" for more Information. *Continued on next page*

HOW RACISM SHOWS UP IN ACADEMIA:

- When concerns brought by faculty or students of color are ignored or minimized
- When everyone at a meeting is White
- When scientist of color's achievements are ignored
- When a person of color's work, attire, or way of speaking is disproportionately criticized
- When a person of color is no longer invited to meetings because they are perceived as "disruptive" when they address racial disparities
- When people of color are expected to be productive during times of prominent racial violence
- When braids, dreadlocks, or other natural hairstyles are considered unprofessional
- When someone says "now is not the right time to make that policy change"
- When White colleagues are silent in the face of racism

HELPFUL DEFINITIONS:

Color Blindness is the idea that a person "doesn't see color," which ignores a part of a person's identity. Because one can't disentangle race from how one navigates the world, the idea of being "color-blind" minimizes experience and therefore is not an appropriate approach in addressing race.

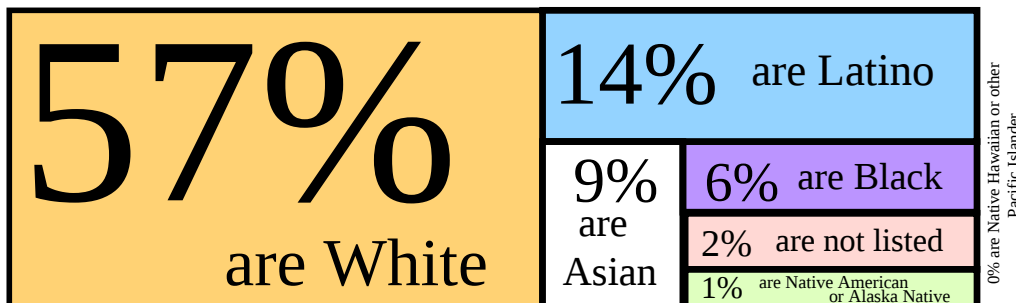
Tone-Policing is the act of attacking a speaker based not on the content of what they say, but in their delivery, thereby detracting validity from a statement. This typically occurs when the speaker is very passionate, emotional, or angry.

RACISM HAS EVOLVED

While the percentage of non-White students in PhD programs has risen over the years, representation is still very low. The proportion of faculty that are non-White is even smaller (Graphic 2). Many barriers prevent people of color from entering and remaining in academia, including but not limited to: lack of access to education or resources, adverse experiences, financial barriers, and feelings of social isolation or otherness.

Graphic 2: a visual depiction of the average % of students and faculty from each demographic category affiliated with neuroscience graduate programs. Data come from the Society for Neuroscience.

Of Students in Neuroscience Predoctoral Programs...



Of Faculty affiliated with Neuroscience Graduate Programs...



*Values do not add to 100% because each ethnicity/region was reported individually

Original Data Source: The Society for Neuroscience Report of Neuroscience Departments & Programs Survey (Academic Year 2016-2017)

WHAT CAN WE DO?

Students and faculty are capable of initiating change and paving the way for a more inclusive environment for people of color. **Here are 5 ways to achieve that goal:**

1. Implement and standardize diversity, equity, & inclusion training requirements across programs.
2. Advocate & make space for students and faculty of color.
 - a. Submit recommendations or nominations for scientists of color.
 - b. Have scientists of color speak in seminars.
 - c. Present papers by scientists of color in journal clubs. Incorporate them into curricula.
3. Avoid tone-policing people who bring up concerns regarding racial inequality. Listen to them.
4. Organize and participate in outreach that aims to recruit people of color into science.
5. Donate to Ohio State's [Diversity In Neuroscience Scholarship Fund](#).

INTERSECTIONALITY

Why should we care?

In a 1989 analysis, lawyer Kimberlé Crenshaw coined the term "intersectionality" to argue that by ignoring the important intersections of race, religion, gender, and sexual orientation, we are ignoring the unique sets of challenges faced by minoritized groups in society. The term "intersectionality" describes how these different aspects of one's personality come together to create a unique experience of discrimination and privilege.

Salma Sheikh-Mohamad; August 4, 2020

When universities implement equity hiring and equity student outreach without acknowledging intersectional barriers to success, the resulting "diversity" does not benefit anyone.

Salma Sheikh-Mohamed; August 4, 2020

ANECDOTE

To fully understand how our students exist at the intersection of multiple identities and how that contributes to their marginalization, we must start a dialogue. It's time we come together, talk, listen to each other, and put action behind the "support" [my program] claims to provide.

- OSU graduate student

CONTACT US

If you want to get Involved with future initiatives, have any feedback, suggestions for topics, or anecdotes, please contact us:

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RECOMMENDED READS & RESOURCES

The following resources were used when constructing this newsletter and are highly recommended to further the readers' education on racism.

"Racism in Research and Academia" Dr. Zuleyka Zevallos

"The Emotional Toll of Racism" Greta Anderson

"Graduate Students of Color: Race, Racism, and Mentoring in the White Waters of Academia" Dr's David L. Brunsma, David G. Embrick, and Jean H. Shin

"Everyday sexism and racism In the Ivory tower: the experiences of early career resources on the Intersection of gender and ethnicity in the academic workplace" Dr. Dounia Bourabain

"What can Academia do to Fight Racism?" Michael Hopkins

"Academic Racism: the Repression of Marginalized Voices in Academia" Dr. Miguel A. De La Torre

Unapologetic: A Black, Queer, and Feminist Mandate for Radical Movements Charlene A. Carruthers

"The Master's Tool Will Never Dismantle the Master's House" Audre Lorde

ACCOUNTS TO FOLLOW ON TWITTER:

@BlackInTheIvory
 @BlackInNeuro
 @InclusiveSci
 @BlackInSciComm
 @BlackInMH
 @AntiRacist_Sci
 @Reclaiming_STEM

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