



Our Vision

for

Black People Meet @ ASMS

We, the creators, wanted to create a platform for black mass spectrometrists to engage in discussion, cultivate a sense of community, and support each other.

MEET THE GROUP CREATORS



Christina M. Jones, Ph.D.

Research Chemist
National Institute for Standards and Technology
Gaithersburg, MD



Michelle Reid, Ph.D.

Postdoctoral Fellow
ETH Zürich
Zürich, Switzerland



Candice Z. Ulmer, Ph.D.

Clinical Research Chemist
Centers for Disease Control and Prevention
Atlanta, GA



ADDITIONAL PANELISTS ON THE CALL

Black People Meet @ ASMS Members



Christopher Pulliam, Ph.D.

Scientist
Procter and Gamble
Cincinnati, OH



Devin Schweppe, Ph.D.

Postdoctoral Fellow
Harvard Medical School
Boston, MA



Renã A. S. Robinson, Ph.D.

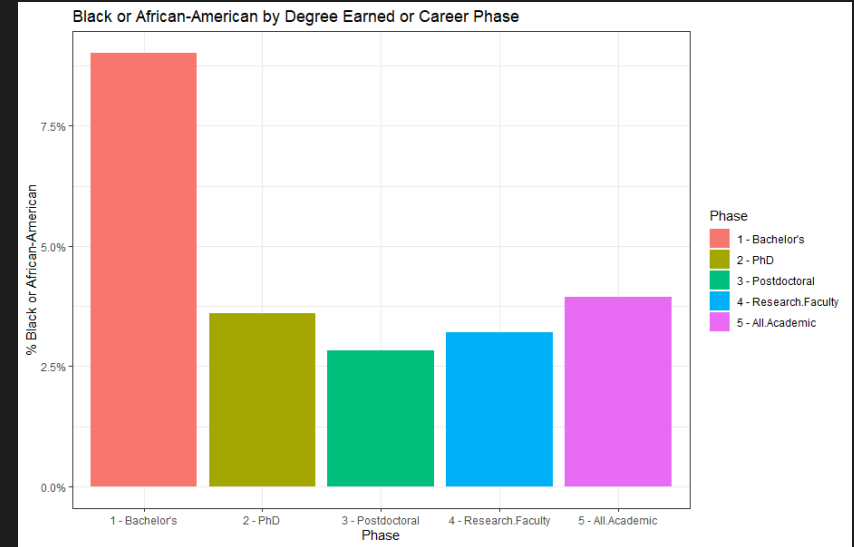
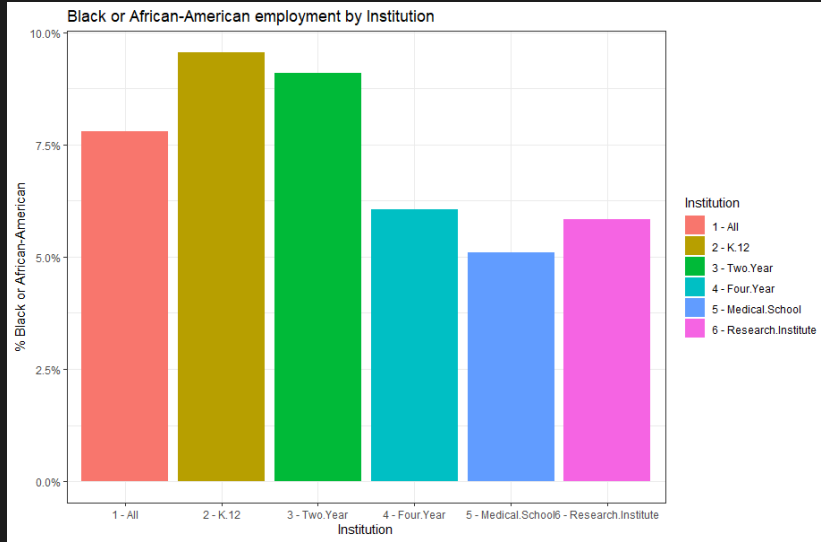
Associate Professor of Chemistry
Vanderbilt University
Nashville, TN

Systemic Racism Explained in 4 Minutes



https://www.youtube.com/watch?v=YrHIQIO_bdQ

Let's take a look at the data...



#shutdownSTEM



"One way to support black STEM professionals is to have more of us. In spaces I inhabit, I'm still regarded as an exception."



"The microaggressions MUST stop. I've given multiple oral presentations at ASMS and constantly hear how surprised [non-blacks] are with regards to how articulate I am, likely due to the low number of [blacks] delivering presentations."



"You have no idea how difficult it is to broach the topic of systemic/institutionalized racism with non-black people...How am I supposed to open up on the topic of unfair treatment and racism, and [simultaneously avoid being] described as angry, bitter, or obnoxious. It feels belittling to be criticized for being emotional about this issue."



"It's puzzling that the more education you achieve, the more racially isolated you are."



"How can I know that my needs are being considered when there's no one who looks like me in leadership positions?...I would like to see greater diversity in the ASMS board of directors... It's so necessary."



"We need people in power to acknowledge that change doesn't just happen. There must be clear and tangible action items in place for the training, recruitment, and retention of Black scientists."



"An ally isn't just someone who retweets a post, but it's someone who listens, empathizes, and takes the initiative to learn unprovoked."



"I hope the momentum continues and that we see actionable change in regard to policies and police brutality consequences. My hope is that we don't let this institution continue to function as a god working above the law while neglecting the value of human life, explicitly Black human life."

- Thoughts from Black Mass Spectrometrists © ASMS...

#shutdownSTEM



"Emotional strength doesn't mean support isn't needed; and asking for help/direction doesn't mean we're asking for all the answers, or that we can't handle the project. Not everyone needs support in the same way, but taking the time to learn and talk to your students about what they need as they progress through their programs, not just at the beginning when they likely don't even fully know what graduate school entails, goes a long way."



" Programs and faculty have to understand that most of these students need support and guidance after they arrive on campus. For some, they are first generation college students, graduate students, etc. and have problems navigating these environments. ."



"Most times, the minority students are the minority faculty member(s)'s issue. Where is the tribe of support?"



"[Non-blacks] are aware of social stigmas and the effects of racism, but will continue to joke or voice said stigmas in personal talk, even to my face, thinking it isn't prejudice despite the whole class we spent covering that."



- Thoughts from Black Mass Spectrometrists © ASMS...



Below are a list of suggested ways to eradicate systemic racism on academic campuses.

Cell

Leading Edge

Editorial

Science Has a Racism Problem

CellPress

We are the editors of a science journal, committed to publishing and disseminating exciting work across the biological sciences. We are 13 scientists. Not one of us is Black. Underrepresentation of Black scientists goes beyond our team—to our authors, reviewers, and advisory board. And we are not alone. It is easy to divert blame, to point out that the journal is a reflection of the scientific establishment, to quote statistics. But it is this epidemic of denial of the integral role that each and every member of our society plays in supporting the status quo by failing to actively fight it that has allowed overt and systemic racism to flourish, crippling the lives and livelihoods of Black Americans, including Black scientists.

Science has a racism problem.

Look to the history of human genetics, a field that has been

admissions committees, classmates, researchers—what can you do to raise up Black students and colleagues in your communities and institutions? None of us individually can stem the tide of racism or rebuild an unjust society, but every action helps.

We are part of the problem, as are all of us who do not press for change on a daily basis. It should not have taken the recent deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery for us to speak and to act. We are asking ourselves what we can do to be stronger allies, stronger anti-racists.

Cell stands with our Black readers, reviewers, authors, and colleagues. We are committed to listening to and amplifying their voices, to educating ourselves, and to finding ways that we can help and do better. We alone cannot fix racism. But we have the

Cell 181, June 25, 2020

- We need institutions to provide an annual, required anti-racism training to faculty, staff, and students.
- We need the institution to create a clear, accessible, transparent process for reporting discriminatory and racist behavior on campus.
- We need a Town Hall to allow for open dialogue with Police Chiefs about their institution as well as police interaction with black students and the community.
- We need the Diversity Advisory Council (if your institution has one) to appoint an additional student representative specifically from the Graduate School to advocate for issues surrounding diversity and inclusion that are unique to graduate students.
- We need the Health Sciences and Human Services Library (any library on your campus) to purchase more copies of books and other literary resources by black authors.



Below are a list of suggested ways to eradicate systemic racism on academic campuses.

Cell

Leading Edge

CellPress

Editorial

Science Has a Racism Problem

We are the editors of a science journal, committed to publishing and disseminating exciting work across the biological sciences. We are 13 scientists. Not one of us is Black. Underrepresentation of Black scientists goes beyond our team—to our authors, reviewers, and advisory board. And we are not alone. It is easy to divert blame, to point out that the journal is a reflection of the scientific establishment, to quote statistics. But it is this epidemic of denial of the integral role that each and every member of our society plays in supporting the status quo by failing to actively fight it that has allowed overt and systemic racism to flourish, crippling the lives and livelihoods of Black Americans, including Black scientists.

Science has a racism problem.

Look to the history of human genetics, a field that has been

admissions committees, classmates, researchers—what can you do to raise up Black students and colleagues in your communities and institutions? None of us individually can stem the tide of racism or rebuild an unjust society, but every action helps.

We are part of the problem, as are all of us who do not press for change on a daily basis. It should not have taken the recent deaths of George Floyd, Breonna Taylor, and Ahmaud Arbery for us to speak and to act. We are asking ourselves what we can do to be stronger allies, stronger anti-racists.

Cell stands with our Black readers, reviewers, authors, and colleagues. We are committed to listening to and amplifying their voices, to educating ourselves, and to finding ways that we can help and do better. We alone cannot fix racism. But we have the

Cell 181, June 25, 2020

- We need financial resources to be more readily available due to the financial disparities between black and white students.
- We need faculty to be aware of the stereotypes of black students and scientists. We are not less intelligent, not less motivated, and we are not less interested in pursuing STEM.
- We need faculty (especially at graduate level) to be educated on the challenges that black students face (e.g., working late nights in the lab and feeling concerned about safety, worrying about being questioned by security about being in the building).
- We need science industries/companies to get more involved with mentorship programs and intern opportunities, specifically to engage minority graduate students looking for industry-based careers as well as to give them the exposure that they may not receive otherwise.

What can ASMS do?



Acknowledge racial inequities and inherent biases within the organization and work to create a transparent, urgent plan to address them, which includes promoting and supporting initiatives that aim to eradicate the inequities

- Improve the representation of Blacks (and all ethnic/racial groups) within ASMS leadership
- Strive for racial diversity in keynote lectures
- Empower the diversity committee for engagement and outreach
- Provide a safe space for dialogue on diversity and inclusion, outside of just gender
- Collect and share the appropriate data on membership demographics to influence programs that increase representation
- Formalize a way to report discrimination while attending ASMS events
- Establish a formal mentorship program
- Continue to promote “Faces of Mass Spectrometry” within JASMS

This is not meant to be an exhaustive list, but perhaps a starting point...

Black People Meet @ ASMS: Helpful Resources



We need JOY as we need air. We need LOVE as we need water. We need EACH OTHER as we need the earth we share. ~Maya Angelou

Webinars

Ted Talk (Heather C. McGhee):
Racism has a cost for everyone
(Recording Posted)

Ted Talk (Vernā Myers): How to
overcome our biases? Walk
boldly toward them
(Recording Posted)

Ted Talk (Megan Ming Francis):
Let's get to the root of racial
injustice
(Recording Posted)

American Public Health
Association: Advancing Racial
Equity Webinar Series
(June 9, 2020 at 2-3:30pm EST)

Partnership for Public Service:
Building Resilience
(June 18, 2020 at 12-1pm EST)

Self-Care

iOS/Android Apps

- Eternal Sunshine
- Liberate
- Shine
- Insight Timer
- The Safe Place

Written Words

Self Care for People of Color After
Psychological Trauma *(Just Jasmine Blog)*

Self-Care Tips for Black People Who Are
Struggling With This Very Painful Week
(Rachel Wilkerson Miller for VICE)

Surviving & Resisting Hate: A Toolkit for
People of Color *(Dr. Hector Y. Adames & Dr. Nayeli Y. Chavez-Dueñas)*

Anti-Racism

Written Words

Maintaining Professionalism In
The Age of Black Death Is...A
Lot *(Shenequa Golding)*

Your Black Colleagues May
Look Like They're Okay —
Chances Are They're Not *(Danielle
Cadet)*

Guidelines for Being Strong
White Allies: Racial Equity Tool
(Paul Kivel)

What CEOs and Managers
Should be Doing for Black
Employees
(Jeanne Sahadi)

I, Racist
(John Metta)

BE A PART OF CHANGE

Be Informed

Justice in June - bit.ly/junejustice
(Autumn Gupta and Bryanna Wallace)

Support Organizations

- Reclaim the Block
- Black Emotional and Mental Health Collective
- Black Lives Matter
- Black Visions Collective
- Campaign Zero

Reminder: Just Mercy and **Selma** (movies) are free
to rent on all platforms for the month of June.