

## Standing with the MSU Black community

Dear NatSci Community,

Along with [President Stanley and Provost Sullivan](#), the College of Natural Science (NatSci) stands with our Black faculty, staff, students, and alumni. We collectively feel pain and horror about the murders of George Floyd in Minneapolis, Breonna Taylor in Louisville, Ahmaud Arbery in Georgia, and so many other Black people that have been killed without consequence or justice for hundreds of years. We are heartbroken over the disproportionate impact of COVID-19 on Black communities. We acknowledge the impacts of centuries-long racism and state-sanctioned violence on Black communities which have led to the protests this week. We acknowledge the trauma, psychological damage, and harsh environments that our Black faculty members, staff, students, and alumni endure every day due to systemic racism. We see your anguish, outrage, and exhaustion and we will redouble our efforts to move toward a more supportive and inclusive NatSci community.

In challenging times such as these, when the cohesion of our community and society and the very lives of those who are oppressed are at risk, we must remain grounded in our values, come together, and support each other. Supporting each other is particularly difficult during the COVID-19 pandemic. Working remotely is a privilege and we know that many of our Black community members are essential workers and thus at greater risk. For a list of resources and organizations available to all Michigan State University (MSU) faculty, staff, and students for support and self-education, please visit <https://diversity.natsci.msu.edu/resources/>. Additional resources are included below from the MSU College of Education, MSU Dialogues, and other sources.

We are grateful for the many individual efforts within the NatSci community to call out and interrupt systemic and structural racism when it occurs. Within the College we have initiated several efforts, including creating a full-time college-level diversity, equity, and inclusion (DEI) assistant/associate dean position, prioritizing DEI in our ongoing strategic planning, developing action steps based on our recent NatSci climate survey, and expanding our efforts to provide collegewide cultural awareness and anti-racism training. For those of us not yet actively invested in anti-racism work, we must commit to individual and collective action within our spheres of influence to address anti-Blackness and violence and to dismantle structural racism within our community.

Sincerely,

Phillip Duxbury (he/him), Dean

Cheryl Sisk (she/her), Associate Dean for Faculty Development

Kendra Pyle (she/her), Coordinator for Diversity, Equity, and Inclusion

Diana Bello-DeOcampo (she/her), Co-Chair, DEI Advisory Committee

Chrysoula Vasileiou (she/her), Co-Chair, DEI Committee

Members of the NatSci DEI Facilitation Team:

Amber Benton (she/her), Jerry Caldwell (he/him), Danielle Flores Lopez (she/her),

Jonglim Han (she/her), Sheba Onchiri (she/her), Kanchan Pavangadkar (she/her),

Daniel Pfau (they/them), Ariel Robbins (she/her), Lori Seischab (she/her), Devin Silvia (he/him), and Claire Vieille (she/her)

## [Resources from Counseling and Psychological Services](#)

### **Resources from the MSU College of Education (with some additional links\*)**

If you are struggling to understand the nature of aims of the protests, please consider reviewing the following resources:

- [Context of Minneapolis Uprising](#)
- [James Baldwin, "Looter to who?"](#)
- [The history behind the racist phrase 'When the looting starts, the shooting starts'](#)
- [What MLK really thought about "riots"](#)
- [How the U.S. Got Its Police Force](#) \*(from MSU Dialogues)
- [A Decade Of Watching Black People Die](#) \*(from MSU Dialogues)
- [Violence in Minneapolis is rooted in the history of racist policing in America](#) \*(from MSU Dialogues)

If you are unsure how to talk about race, racism, or unsure how to be an ally at this moment, please consider the following resources:

- [Culturally Responsive Leadership](#)
- [Anti-Racist Resources](#)
- [How to Support Colleagues of Color, How to Support Black Colleagues](#)
- [Ways to talk about racial justice with young children](#)
- [Unlearning Racism/Learning Antiracism Book List\\*](#)
- ["PALS" as a strategy to interrupt bias](#) \*(from MSU Dialogues)

### **Resources for Inclusion in STEM**

- [Campus Climate and STEM Success](#)
- [Lab heads should learn to talk about racism](#)
- [To learn inclusion skills, make it personal](#), David Asai, Howard Hughes Medical Institute
- [Toward Inclusive STEM Classrooms: What Personal Role Do Faculty Play?](#)
- [Project Biodiversify - tools for promoting diversity and inclusion in biology courses](#)
- [How Black Students Tend to Learn Science](#)
- [Toolkit for "Just Science"](#) – guiding questions to explore the intersection of ethics, social justice and science

### **Higher Education Resources**

- [How Faculty Hiring Committees Reproduce Whiteness and Practical Suggestions for How They Can Change](#)
- [Currents – Connecting Diversity Scholarship to Practice and Society](#)
- [Incorporating anti-racist pedagogy](#)