Coalition of Black Mass Spectrometrists

Virtual Happy Hour

A Discussion on Systemic Racism
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. We established initiatives, such as **Black People Meet @ ASMS**, to call awareness to the need for initiatives and policies to ensure cultural diversity and the representation of Blacks in STEM.
How Did We Get Here and Why Does It Matter?

We need an answer because this is a matter of **LIFE or DEATH**.

How am I expected to...
- make good grades
- meet deadlines
- be present in class/meetings
- **PRODUCE** when outside the workplace injustice is happening?

ERIC GARNER - JOHN CRAWFORD III - MICHAEL BROWN - EZELL FORD
DANTE PARKER - MICHELLE CUSSEAX - LAQUAN MCDONALD - GEORGE MANN
TANISHA ANDERSON - AKAI GURLEY - TAMIR RICE - RUMAIN BRISBON - JERAME REID
MATTHEW AJIBADE - FRANK SMART - NATASHA MCKENNA - TONY ROBINSON - ANTHONY HILL
MYA HALL - PHILLIP WHITE - ERIC HARRIS - WALTER SCOTT - WILLIAM CHAPMAN II
ALEXIA CHRISTIAN - BRENDON GLENN - VICTOR MANUEL LAROSA - JONATHAN SANDERS
FREDDIE GRAY - JOSEPH MANN - SALVADO ELLSWOOD - SANDRA BLAND
ALBERT JOSEPH DAVIS - DARRIUS STEWART - BILLY RAY DAVIS - SAMUEL DUBOSE
MICHAEL SABBIE - BRIAN KEITH DAY - CHRISTIAN TAYLOR - TROY ROBINSON
ASSHAMS PHAROAH MANLEY - FELIX KUMI - KEITH HARRISON MCLEOD - JUNIOR PROSPER
LAMONTEZ JONES - PATERSON BROWN - DOMINIC HUTCHINSON - ANTHONY ASHFORD
ALONZO SMITH - TYREE CRAWFORD - INDIA KAGER - LA'VANTE BIGGS
MICHAEL LEE MARSHALL - JAMAR CLARK - RICHARD PERKINS - NATHANIEL HARRIS PICKETT
BENNI LEE TIGNOR - MIGUEL ESPINAL - MICHAEL NOEL - KEVIN MATTHEWS - BETTIE JONES
QUINTONIO LEGRIER - KEITH CHILDRESS JR. - JANET WILSON - RANDY NELSON
ANTRONIE SCOTT - WENDELL CELESTINE - DAVID JOSEPH - CALIN ROQUEMORE - DYZHAWN PERKINS - CHRISTOPHER DAVIS - MARCO LOUD - PETER GAINES - TORREY ROBINSON - DARIUS ROBINSON - KEVIN HICKS - MARY TRUXXILLO - DEMARCUS SEMER - WILLIE TILLMAN
TERRILL THOMAS - SYLVILLE SMITH - ALTON STERLING - PHILANDO CASTILE - TERENCE CRUTCHER - PAUL O'NEAL - ALTERIA WOODS - JORDAN EDWARDS - AARON BAILEY
RONELL FOSTER - STEPHON CLARK - ANTWON ROSE II - BOTHAM JEAN
PAMELA TURNER - DOMINIQUE CLAYTON - ATATIANA JEFFERSON - CHRISTOPHER WHITFIELD
CHRISTOPHER MCCORVEY - ERIC REASON - MICHAEL LORENZO DEAN - BRENNA TAYLOR

How do I know I'm valued?...

How do I know I'm protected?...

How do I know I'm not next?...

Many Black scientists report being interrogated/hassled by campus security for their presence in laboratories, especially when conducting after-hours research.

Let’s look at the numbers….Finances

**Unemployment rates of Black and white Americans**
- White: 16.8%
- Black: 12.4%

**Wage gap between Black and white Americans**
- Black annual income as a percent of white annual income: 59%
- 62%

**Household wealth of Black and white Americans**
- Total assets: $102T
- $6T

**Real median household income vs. overall poverty rate, by race**
- Real median household income (2018): $10.6K for White, $41.7K for Black
- Overall poverty rate (2018): 8.1% for White, 20.7% for Black

**Black women’s annual earnings vs. other races**
- 100% Black women: $36.7K
- 97% White women: $33.9K
- 80% Asian women: $33.6K
- 66% Hispanic women: $32.1K
- 58% White men: $55.6K

Note: Data shows median earnings for full-time, year-round civilian employees 16 and over in 2018. Source: US Census Bureau, “2018 American Community Survey.”
Let’s look at the numbers....Health

Lack of health insurance coverage, by race

- Black: 9.7%
- White: 5.4%

Source: US Census Bureau, 2018

COVID-19 hospitalizations, by race

- White: 45% (hospitalizations), 33% (overall population)
- Black: 59% (hospitalizations), 18% (overall population)
- Hispanic: 8% (hospitalizations), 14% (overall population)
- Other: 14% (hospitalizations), 9% (overall population)

Note: Data covers the period March 1–28, 2020 from 99 counties in 14 states.
Source: COVID-NET
Chronological Representation of Institutionalized Racism in Education

1700s
- First university established
- Early 17th century

1800s
- First freed Black man to attend college in U.S. 1799
- First freed Black woman to receive a bachelor's degree 1850
- First freed Black man to earn a Ph.D. (Physics) 1876

1900s
- Brown vs. Board of Education 1954
- Executive Order 10925* 1961
- First white man to earn a Ph.D. 1861
- First freed Black woman to graduate from college in U.S. 1823

2000s
- Ban of race-sensitive admissions at state colleges in Michigan 2014

Key Events in Black Higher Education. The Journal of Blacks in Higher Education. 2020
Let’s look at the numbers....Education

**Advanced course credit earned in secondary school, by subject and race**

<table>
<thead>
<tr>
<th>Subject</th>
<th>White</th>
<th>Black</th>
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</thead>
<tbody>
<tr>
<td>All subjects</td>
<td>40%</td>
<td>23%</td>
</tr>
<tr>
<td>Math</td>
<td>17%</td>
<td>6%</td>
</tr>
<tr>
<td>Science</td>
<td>16%</td>
<td>8%</td>
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Source: US Department of Education, 2013

**Intergenerational educational mobility, by race**

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</thead>
<tbody>
<tr>
<td>Asian</td>
<td>48.9%</td>
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<tr>
<td>White</td>
<td>24.5%</td>
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<tr>
<td>Hispanic</td>
<td>18.2%</td>
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<tr>
<td>Black</td>
<td>15.0%</td>
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<tr>
<td>American Indian/Alaska Native</td>
<td>9.2%</td>
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Source: Opportunity Insights

**College attainment of Black and white Americans**

<table>
<thead>
<tr>
<th>Year</th>
<th>White</th>
<th>Black</th>
</tr>
</thead>
<tbody>
<tr>
<td>1960</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>1970</td>
<td>5%</td>
<td>3%</td>
</tr>
<tr>
<td>1980</td>
<td>10%</td>
<td>5%</td>
</tr>
<tr>
<td>1990</td>
<td>15%</td>
<td>10%</td>
</tr>
<tr>
<td>2000</td>
<td>20%</td>
<td>15%</td>
</tr>
<tr>
<td>2010</td>
<td>25%</td>
<td>20%</td>
</tr>
<tr>
<td>2018</td>
<td>30%</td>
<td>25%</td>
</tr>
</tbody>
</table>

What is Systemic Racism and how is it present in STEM?

**Systemic Racism** – “systems and structures that have procedures or processes that disadvantage African-Americans, [which create] disparities in many ‘success indicators’, including wealth, the criminal justice system, employment, housing, health care, politics and EDUCATION” – Derrick Johnson (NAACP President)

- Within the STEM workforce, Blacks represent 7% of adults with a Bachelor’s degree or higher. - Pew Research Center
- Blacks and Hispanics COMBINED represent 14% of chemists and material scientists. - Pew Research Center
- Black students, in comparison to white students, are more likely to transfer out of a STEM major. - Riegle-Crumb et al. 2019. Educational Researcher
- Black representation among STEM faculty is non-existent at most institutions. - Particles for Justice
- In 2017, Blacks were 2% of full-time professors. - National Center for Education Statistics
- In the U.S., only 9% of STEM employees are black. - Pew Research Center
- In 2015, black men & women represented a respective 3% and 2% of all scientists and engineers in the U.S. - National Science Foundation

#BlackintheIvory
#ShutDownSTEM
#ShutDownAcademia
White privilege refers to the implicit or systemic advantages (social power) that white people have relative to non-white people; it is the absence of suspicion and other negative reactions and consequences experienced by people who are the objects of racism.

A Visual on How Privilege Results in Systemic Racism...

https://www.youtube.com/watch?v=hD5f8GuNuGQ&feature=youtu.be
A Quick Social Experiment on Privilege in STEM...

Add **+2 points** if the statement applies to you and **subtract -2 points** if the statement doesn’t apply.

- In the last month, I’ve attended a presentation where the speaker was the same race and gender as me.
- **My direct supervisor is the same race as me.**
- I can walk into a meeting and know I will not be the only member of my race.
- I can be late to a meeting without having the lateness reflect on my race.
- In the last year, I never encountered a situation where I was mistaken for the “help” or a position of lower status.
- **My colleagues, in conversation, have never used the words “you people” to me in reference to my entire race.**
- I can do well in a challenging situation without being called a credit to my race.
- **My race has never been brought up in a job interview.**
- No one has ever made fun of me because of the color of my skin.
- **My race and gender is often represented in promotional videos for industries and academic institutions.**
- My colleague(s) has/have never joked about a racial stereotype that affects my race.
- I am never asked to speak for all of the people of my racial group.
- Every time I witness racial injustice in the workplace, I address the problem or say something.
Diary Prompt: How were you affected by systemic racism despite your success?

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
How Can You Help?

Additional Resources to Eradicate Systemic Racism as an Ally

- How To Be An Ally In The Fight Against Racial Injustice And For Better Mental Health For All – Mental Health America
- Steps Companies Can Take to Make the Workplace Better for Black Employees – Fortune
- Toward a Racially Just Workplace – Harvard Business Review
- How To Have Conversations About Race At Work – Forbes
- Scaffolded Anti-Racist Resources – Anna Stamborski, M. Div Candidate (2022), Nikki Zimmermann, M. Div candidate (2021), Bailie Gregory, M. Div, M.S. Ed.
We appreciate FeMS and their support of the Coalition of Black Mass Spectrometrists (CBM)...

We hope that FeMS will continue to [1] PROMOTE, [2] ENCOURAGE, and [3] SUPPORT the scientific advancements of Black female mass spectrometrists as well as other diversity and inclusion initiatives.

Atim Enyenihi, Ph.D.
Enada Archibold, Ph.D.
Lancia N.F. Darville, Ph.D.
Rondine Allen, Ph.D.
Regina Easley, Ph.D.
Jeanita Pritchett, Ph.D.
Christina Jones, Ph.D.

Candice Bridge, Ph.D.
Michelle Reid, Ph.D.
Renà Robinson, Ph.D.
Lisa Jones, Ph.D.
Candice Z. Ulmer, Ph.D.
Kelly Mouapi, Ph.D.
Ashley Green, Ph.D.

Just to highlight a few...
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

**Black People Meet @ ASMS: Helpful Resources**

**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)
- Facilitate2Motivate: Can You Hear Us Now? Black Women In The Workplace (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, Selma, The Banker,* and *The Hate U Give* (movies) are free to rent on all platforms for the month of June.

While this compiled list of helpful resources is not an exhaustive list of all available resources, the BPM @ ASMS membership felt that the above may be useful in navigating through this climate.