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

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Systemic Racism Explained in 4 Minutes

https://www.youtube.com/watch?v=YrHIQIO_bdQ
Let’s take a look at the data...

National Science Foundation | National Center for Science and Engineering Statistics (NCSES): Women, Minorities, and Persons with Disabilities in Science and Engineering

https://ncses.nsf.gov/pubs/nsf19304/data
"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."
“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.”
Below are a list of suggested ways to eradicate systemic racism on academic campuses.

- 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.

- 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...
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-Duertas)

**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)

**Reminder:** Just Mercy and Selma (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.