A Message from Dr. Singer, Associate Dean for Diversity and Inclusion

Over the past several days, I have reflected deeply on the official statements by leaders in our college and across campus who have responded to the protests that were sparked last month by the senseless and unjust killing of George Floyd and other Black people in 2020. I certainly understand the frustration and skepticism some people have expressed about some of these statements; yet, I remain hopeful that we can use this moment to work and push toward meaningful actions and much needed systemic change. We all have an important role to play in this change, and as a leader in this college I intend to use my platform and any sphere of influence I have to contribute to this cause. A major part of this work will involve me helping to lead the newly formed CEHD Equity and Social Justice Collective Dean Alexander mentioned in her update and call to action email that was sent out on her behalf last week. I am excited about the potential and possibilities for implementing meaningful change via the Collective and related projects and initiatives. Please be on the lookout for more information about the Collective, and how you can become involved.

Our ODDI team is here as a partner and resource for you in these challenging yet opportune times. We stand ready to work with anyone and everyone who is committed to social change and elevating our college to new heights.

HATE IS NOT AN AGGIE VALUE.

ADDRESSING IT IS EVERYONE’S RESPONSIBILITY.

REPORT HATE/BIAS INCIDENTS HERE
Talking to Your Team

This non-exhaustive list offers simple steps to integrate difficult conversations into work.

- Schedule a time to have the discussion with team members, perhaps as part of professional development.
- Invite an outsider facilitator, if necessary to lead the conversation.
- Work together to create an inclusive environment where individual team members can share their thoughts and concerns.
- Create an open space for difficult conversations by setting ground rules so that participants feel safe to explore difficult topics.
- Use resources such as videos, books, articles, and podcasts as a guide to ground conversations.
- Ask team members to submit one burning question from viewing the resource, using those questions to guide the conversation.
- Provide practical and realistic goals for your time together.

Unpacking difficult topics takes time, patience, and understanding. Don’t let this be a “one off and done.” Schedule future times for ongoing discussions. Speak up and speak out if you witness inappropriate, racist, sexist, and other hurtful words and words actions.

Mental Health, Racial Battle Fatigue, and Trauma

“The burden of witnessing explicit racism and anti-blackness for decades, across multiple generations, is draining, relentless and can, understandably, leave people feeling utterly hopeless. If you’re feeling overwhelmed by the sheer enormity of the fight for equality, or feeling helpless in the face of seemingly unconquerable injustice – know that you are not alone.” - Natalie Morris (Read more)

Tips for Self-Care: When Police Brutality Has You Questioning Humanity and Social Media is Enough by Dr. Imani J. Walker
Social Media is Making Racial Trauma Worse by A.T. McWilliams
When We Normalize Racism and Bigotry We Do Violence to Our Mental Health Paul Gionfriddo

Resources

Courses and Professional Development
Race and Cultural Diversity in American Life and History Course | James D. Anderson, Illinois Urbana-Champaign

Academics for Black Survival and Wellness Week
June 19 - 25, 2020 | University of Florida

Articles
"America’s Racial Contract Is Killing Us" by Adam Serwer | Atlantic
"White Privilege: Unpacking the Invisible Knapsack" by Peggy McIntosh
"Who Gets to Be Afraid in America?" by Dr. Ibram X. Kendi | Atlantic

Test Yourself for Hidden Bias | Tolerance.org

Books
So You Want to Talk About Race by Ijeoma Oluo
A Guide for Sustaining Conversations on Racism, Identity, and Our Mutual Humanity by Steve Burghardt, Kalime DeSuze, Linda Lausell Bryant, and Mohan Vinjamuri

White Fragility: Why it’s so Hard for White People to Talk About Racism by Robin DiAngelo

Videos
TED Talk Playlist on Racism in America

Podcasts
A Decade of Watching Black People Die | NPR
CodeSwitch
Waking Up to the Realities of Racism | Raising Equity

Student Resources
Let’s Talk Program, offered by TAMU Counseling and Psychological Services provides a virtual space for students of color, LGBTQ+ students, and international students to process their experiences as they navigate identity, academics, and the challenges and uncertainties related to COVID-19.
Xenophobia and Anti-Asian Bias Amidst COVID-19

"Stress, fear, and anxiety are normal reactions to public health crises, such as the current coronavirus (COVID-19) outbreak. These feelings can fuel stigma and discrimination, such as xenophobia and racism, toward a particular group of people, whether done consciously or not. Individuals of Asian descent, both international and domestic, as well as those perceived to be a part of these communities are being associated with the coronavirus. As a result, they are being stigmatized and subjected to racism and xenophobia in our country and communities. Sometimes this xenophobia presents as a concern for hygiene, health, and wellness that nevertheless targets these communities and has a negative mental health impact on them that compounds the physical, emotional, and psychological stress already experienced as a result of the public health crisis." - TAMU Counseling and Psychological Services

How Can I Confront Coronavirus Racism? by Nicole Jacobs
Tips for Asian Americans Dealing with Racism Amid Coronavirus by Brittany Wong
When Xenophobia Spreads Like a Virus by Natalie Escobar

Celebrate Pride Month

June is Pride month! According to GLAAD, a nonprofit organization dedicated to cultural change and accelerating acceptance for the LGBT, Pride takes place in June to commemorate the anniversary of the New York City Stonewall Rebellion on June 28, 1969.

IN THE NEWS: In a recent landmark ruling, the Supreme Court bars discrimination against LGBT workers. Read more here.

Learn more about and get involved with the TAMU LGBTQ+ Pride Center.

Professional Development on Instructional Excellence

This cohort-based faculty development program, led by the Center for Teaching Excellence (CTE), targets core curriculum and gateway courses and aims to increase student awareness, facilitate instructors’ access to and engagement in high-impact practices, and guide students to integrate those experiences within the classroom and beyond. Find out more here.

Check out our new Diversity Awareness Calendar for information about the different diversity/heritage months and days that occur throughout the year!