

ACADEMICS
for

BLACK LIVES

“Academics for Black Lives” was June 19-25, and the UF College of Dentistry proudly participated. However, our work is far from over. The purpose of this week was to intervene against anti-Black racism in academia and, in turn, enhance the safety and wellness of Black students, staff, faculty, and community members. The following contains resources organized by UFCD, the University of Florida and our Office of Student Advocacy & Inclusion. There has been a lot to absorb over the last several weeks with events unfolding across the nation related to racism and social injustice. Many in our college – students, residents, staff and faculty – feel the impact firsthand in both large and small ways. In order to truly enact social justice and show solidarity and care for our Black faculty, staff, students, residents, alumni and our UF College of Dentistry and University of Florida family, we encourage you to take time to explore how you might promote Black wellness given your roles and environmental contexts.

We face an immense, entrenched challenge. Each one of us has the power to affect change; to listen, and learn. This is just the beginning. The time to act is now.

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Academic Resources

Racial Equity Terms Defined

Familiarize yourself with racial equity terms [here](#).

UF Libraries' Committee on Diversity, Equity and Inclusion: Anti-Racism Resources

[These UF Libraries resources](#) offer a helpful start, with upcoming events to help you become more aware of the experiences of others.

LibGuide for Equity, Diversity, and Inclusion in Academic Libraries

[This LibGuide](#) is a space for a selection of resources focusing on EDI work in academic libraries and higher education. Here you will find definitions of key terms, open-access journal and news articles, social media content, and more to help contextualize the ways this work manifests in predominantly American cultures and societies. There are numerous stories, voices, and perspectives to EDI work, and this LibGuide is just one of many.

Anti-racism in Medicine Collection

[MedEdPORTAL](#), the Association of American Medical Colleges journal of teaching and learning resources, has a collection dedicated to anti-racism. By increasing awareness, providing professional development, contextualizing content in culturally relevant ways, and spurring explicit dialogue about racism, the journal joins the fight against health inequity and racial injustice.

Teaching Tolerance

[Tolerance.org](#) is a resource mostly focused on K-12 settings, but some strategies may be adapted to the higher education context.

The American Association of Colleges & Universities (AAC&U) Webinar Series

[Learn about some strategies and approaches to teach more inclusively](#). AAC&U webinars highlight the work done at colleges and universities around the country to address challenges and identify best practices for enhancing the teaching and learning experience, demonstrating the value of liberal education, and preparing students to contribute to a diverse democracy and global citizenship.

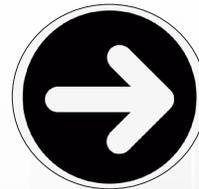
Addressing Race, Culture, and Structural Inequality in Medical Education

[A Guide for Revising Teaching Cases](#)

Aparna Krishnan, MPH, Molly Rabinowitz, MD, MPH, Ariana Ziminsky, Stephen M. Scott, MD, MPH, and Katherine C. Chretien, MD

University of Florida Multicultural and Diversity Affairs Resources

University of Florida Multicultural and Diversity Affairs [put together a list of resources](#) helpful in understanding the complex nature of diversity, equity, inclusion, social justice, and racial justice. This includes readings, videos, websites, professional organizations, podcasts, etc.



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Eddie Moore, Jr. **21-Day Racial Equity Habit** **Building Challenge**

About the 21-Day Racial Equity Habit Building Challenge

Familiarize yourself with the 21-day plan [here](#).

For 21 days, do one action to further your understanding of power, privilege, supremacy, oppression, and equity

Plan includes suggestions for readings, podcasts, videos, observations, and ways to form and deepen community connections. Suggestions are in the following categories:

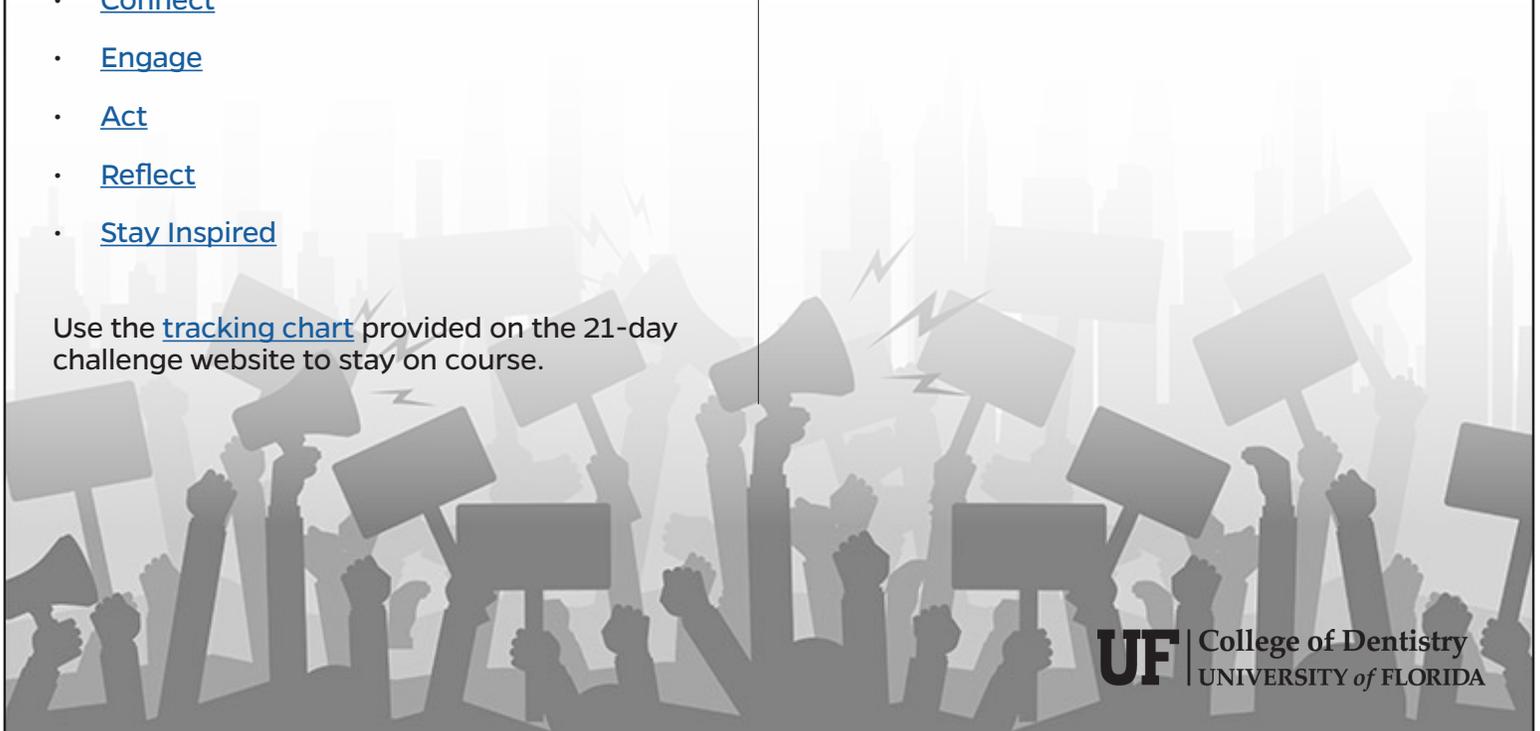
- [Read](#)
- [Listen](#)
- [Watch](#)
- [Notice](#)
- [Connect](#)
- [Engage](#)
- [Act](#)
- [Reflect](#)
- [Stay Inspired](#)

Use the [tracking chart](#) provided on the 21-day challenge website to stay on course.

Dr. Moore believes understanding white privilege and white supremacy is a powerful lens into the complexities of doing social justice work, so we've focused our resources on that specific issue.

Can be done individually, with friends and family, or organization-wide.

Like the [Facebook page](#). Use it to get ideas as well as share your 21-Day experience with the 21-Day community.



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Educational Programming to Watch

- 13th (Netflix)
- Selma (All Digital Platforms)
- Just Mercy (YouTube)
- American Son (Netflix)
- Dear White People (Netflix)
- If Beale St. Could Talk (Hulu)
- King in the Wilderness (HBO)
- See You Yesterday (Netflix)
- The Hate You Give (Cinemax)
- When They See Us (Netflix)
- The Next Question - Austin Channing Brown
(TNQ Watch)
- Finding Your Roots (Amazon Prime)



Have a Suggestion to Add?

Send a note to [Dr. Patty Probert](#), [Anthony Licari](#) or [Jerrell Blackburn](#) in our college's Office of Student Advocacy & Inclusion.

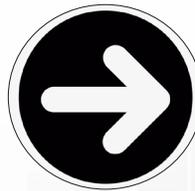


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Listening Resources

- 1619 (New York Times)
- About Race
- Code Switch (NPR)
- Intersectionality Matters! Hosted by Kimberle Crenshaw
- Momentum: A Race Forward Podcast
- Pod For the Cause: Leadership Conference on Civil & Human Rights
- Pod Save the People (Crooked Media)
- Seeing White
- Parenting Forward Podcast: 'Five Pandemic Parenting Lessons with Cindy Wang Brandt' episode
- Fare of the Free Child Podcast



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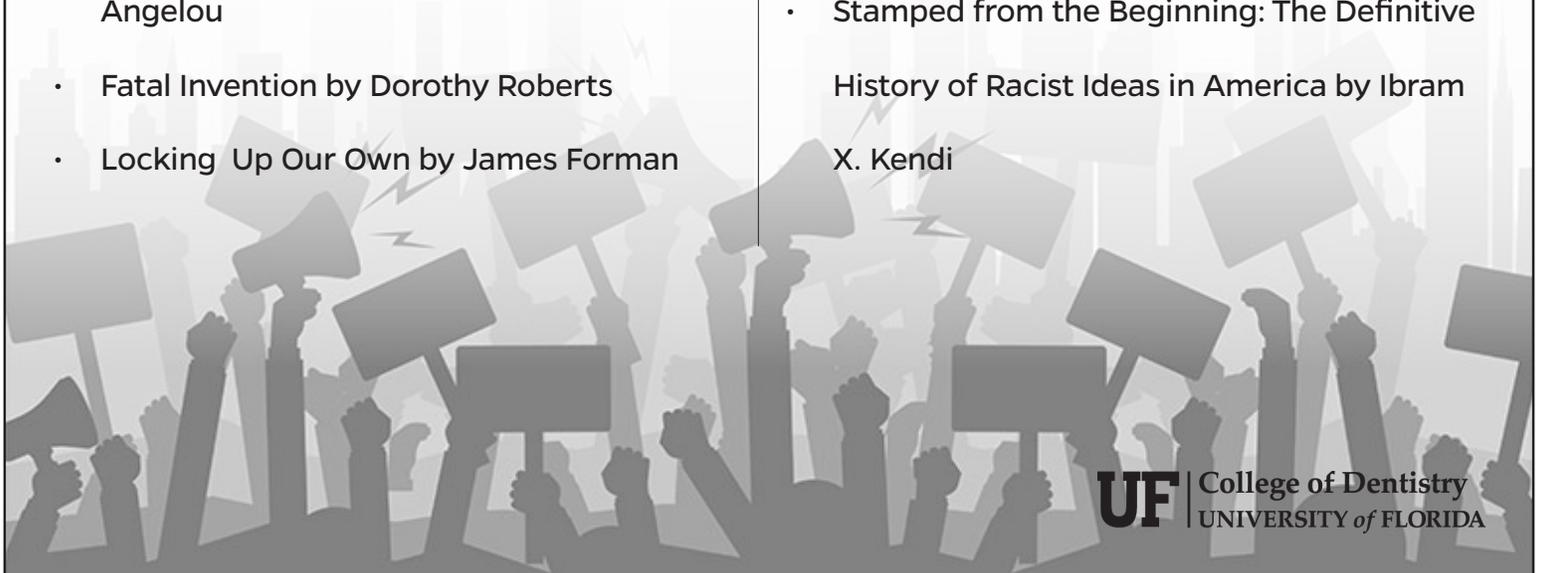
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Reading Suggestions

- White Fragility by Robin DiAngelo
- So You Want to Talk About Race by Ijeoma Oluo
- How to Be an Antiracist by Ibram X. Kendi
- The New Jim Crow by Michelle Alexander
- Divided Sisters by Midge Wilson and Kathy Russell
- The Bluest Eye by Toni Morrison
- Their Eyes Were Watching God by Zora Neale Hurston
- They Can't Kill Us All by Wesley Lowery
- I Know Why The Caged Bird Sings by Maya Angelou
- Fatal Invention by Dorothy Roberts
- Locking Up Our Own by James Forman
- The Miner's Canary by Lani Guiner and Gerald Torres
- The Wretched of the Earth by Frantz Fanon
- Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor by Layla Saad
- I'm Still Here; Black Dignity In A World Made For Whiteness by Austin Channing Brown
- To Kill a Mockingbird by Harper Lee
- Why Are All The Black Kids Sitting Together In The Cafeteria? by Beverly Daniel Tatum
- The Sun Does Shine by Anthony Ray-Hinton
- Stamped from the Beginning: The Definitive History of Racist Ideas in America by Ibram X. Kendi



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Having a Conversation

STOP HESITATING

A quick, highly directive guide to initiating conversation with your black colleagues, students and friends about George Floyd, Breonna Taylor, Tony McDade, other lives lost, Minnesota, Louisville, and Racial trauma:

Adapted from Elizabeth McCorvey, MSW, LCSW
elizabeth@hmacounseling.com

1. Not sure how to start? Pick a phrase, any phrase, and tailor to your liking:

“I’ve been thinking about you lately with everything that has been going on in Minnesota and the racial trauma you might be experiencing. Would you like some space to process?”

They may tell you no. Own your discomfort. Sit with it. Move on.

“I feel a little nervous bringing this up. I want to give you the space to talk about race and everything that has been happening in the news lately; I am committed to learning how. I’m not going to do this perfectly, but I don’t want to pretend this isn’t happening.”

“I know that I am white/not of your race and can’t possibly understand what you might be going through. I want you to know that I am open to hearing anything you need to talk about right now.”

“Would you like to talk about the protests in Minnesota and around the country? Please feel free to say no.”
This might feel shocking for your student/faculty/staff if you have never talked about race before. They might feel flustered. You might feel flustered. I promise you, if you’ve never talked about race before, it is far more damaging to not talk about it than it is to stumble through a few awkward moments. I promise you.

2. Be careful not to talk too much because you feel awkward. Appropriate responses to their experiences are:

“I hear you.”

“I see you.”

“I’m so sorry.”

“I can’t begin to understand what this must be like for you.”

“Would you like for me to bring this up again in the future? I won’t be hurt if you say no.”

“I want to show up for you/support you, let’s brainstorm together for what that might look like.”

And, then: validate, validate, validate

Please remember, this is not a time to disagree or have a debate; this is about their experiences, their reality, their feelings.

Do not talk about your own personal experiences with racism unless invited, or unless you have asked permission.

Also, check on your black colleagues.



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Other Resources & Info

Becoming Anti-Racist



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Other Resources & Info

What is the Significance of Juneteenth?



Juneteenth is the oldest nationally celebrated commemoration of the ending of slavery in the United States. Dating back to 1865, it was on June 19th that the Union soldiers, led by Major General Gordon Granger, landed at Galveston, Texas, with news that the war had ended and that the enslaved were now free.

Note that this was two and a half years after President Lincoln's Emancipation Proclamation, which became official January 1, 1863. The Emancipation Proclamation had little impact on Texans due to the minimal number of Union troops to enforce the new Executive Order.

However, with the surrender of General Lee in April of 1865, and the arrival of General Granger's regiment, the forces were finally strong enough to influence and overcome the resistance.

Meaningful Conversation & Action at UFCD

The conversations we've had, the support we have shown, the movies and documentaries we've watched, books we've read, podcasts we've listened to...are just the beginning. Becoming anti-racist takes hard work, understanding, communication, continuing education and open dialogue. We have already met with members of our Black Student Advisory Group to listen and learn about how we can better to support our black students in our College of Dentistry community. We concluded the meeting with concrete actions to undertake in the days and months ahead.

Fostering a safe, diverse and inclusive environment where everyone is equal, loved and supported is our top priority.

#WhiteCoatsforBlackLives

Faculty, staff, residents and students at UF Health joined colleagues for a nationwide demonstration on June 5: kneeling in silence for 10 minutes for George Floyd and countless others. Health professionals take a sacred vow to heal the sick & serve humanity, without discrimination. To those hurting: we acknowledge your pain & stand with you in solidarity.

