

Dear Colleagues,

The Dietrich School Faculty and Staff Diversity Committees would like to express our sympathy to the families and communities who have suffered the tragic killing of George Floyd and many others. It is time to recognize the systemic injustices that lead to the deaths of Black Americans and the impact of institutionalized racism on inequities and/or lack of opportunity. We stand in support of students, faculty, and staff, and the larger community as we all deal with these difficult circumstances.

It is essential that we all act now to become more engaged in diversity, equity, and inclusion on campus and in your local communities. Here are some actions that we encourage you to consider taking.

1. Bolster ongoing efforts in your department by participating on your Departmental Diversity Committee and/or the Diversity, Equity, and Inclusion Planning Process that is underway
2. Attend public forums and participate in local advocacy groups. For recently recorded events, see: <https://www.youtube.com/channel/UCSpVV0RnaAoifKCr08TRNIQ>
3. Vote in federal, state and local elections
Elected officials at the state and local level matter most in reformation of police department and criminal justice systems.
https://campuselect.org/wp-content/uploads/2017/11/local_office_description-an_explainer.pdf?
4. Contact Senators Toomey and Casey to express your opinion on the bipartisan bill that has been introduced in the Senate by Senators Cory Booker and Justin Amash. The bill would pass reforms to create a national police misconduct registry, incentivize states to adopt policies banning the use of chokeholds, and strike down the legal doctrine known as “qualified immunity” that shields police officers from being held legally liable for damages sought by citizens whose constitutional rights were violated.
Toomey: <https://www.toomey.senate.gov/?p=contact>
Casey: <https://www.casey.senate.gov/contact>
5. Join the National Center for Faculty Development and Diversity
<https://www.provost.pitt.edu/faculty/NCFDD>
6. Attend diversity and inclusion education and training sessions
<https://www.diversity.pitt.edu/education/odi-offered-trainings>

7. Participate in the University of Pittsburgh’s Academic Anti-defamation League (ADL) Campus of Difference training

<https://www.as.pitt.edu/diversity/adlworkshops>

8. Purchase supplies using the University of Pittsburgh diverse supplier base.

<https://www.diversity.pitt.edu/resources/programs-and-opportunities/supplier-diversity-program>

See also, Pittsburgh Black Business Directory: <http://pittsburghblackdirectory.com/>

9. Participate in and learn from intellectual crowdsourcing, see:

Ferguson Syllabus: https://docs.google.com/document/d/1kwZl23Q9tgZ23dxSJWS-WpjZhOZ_mzVPtWL8-pWuLt8/edit?pli=1#heading=h.l15ki4sa2rn0

10. Read about the history, rationalization, and systemization of racism in the US

Selected titles:

- Alexander, M., *The new Jim Crow: Mass incarceration in the age of colourblindness*. Penguin UK: 2019
- Baptist, E. E., *The half has never been told: Slavery and the making of American capitalism*. Hachette UK: 2016
- Bennett, Michael, and Dave Zirin. *Things That Make White People Uncomfortable*. Haymarket Books, 2019.
- Tatum, B. D., *"Why are all the black kids sitting together in the cafeteria?" and other conversations about race*. Basic Books: New York, 2nd ed.; 2017
- Bonilla-Silva, E., *Racism without racists : color-blind racism and the persistence of racial inequality in America*. Fifth edition. ed.; Rowman & Littlefield: Lanham, 2018
- Kendi, I, *How to be an Antiracist*. Random House: New York, 2019
- Anderson, C. *White Rage: The Unspoken Truth of Our Racial Divide*, Bloomsbury: New York, 2016
- Diangelo, R. *White Fragility*, Beacon Press: Boston, 2018
- West, C. *Race Matters*, Beacon Press, 1993
- Stevenson, Bryan. *Just Mercy: a Story of Justice and Redemption*. Scribe, 2020.
- DeWitt, Peter. "But I'm Not a Protester. What Can I Do?" *Education Week - Peter DeWitt's Finding Common Ground*, 2 June 2020, blogs.edweek.org/edweek/finding_common_ground/2020/06/but_im_not_a_protester_what_can_i_do.html.
- "The City That Remade Its Police Department." *Bloomberg.com*, Bloomberg, www.bloomberg.com/news/articles/2020-06-04/how-camden-new-jersey-reformed-its-police-department.

- See recommendations by Associate Professor Keisha Blain from our Department of History: <https://msmagazine.com/2020/06/02/black-lives-matter-eight-recommended-books-by-women-to-understand-the-uprisings/>
 - See recommendations by The New York Times: <https://www.nytimes.com/2019/05/29/books/review/antiracist-reading-list-ibram-x-kendi.html>
11. Donate to or support organizations that are working to research and create change in policing
- [Minnesota Freedom Fund](#) Bail relief
 - [George Floyd Memorial Fund](#): The official fund for George Floyd will cover funeral and burial expenses, mental and grief counseling, lodging, and travel for all court proceedings and additional assistance to the Floyd Family.
 - [Ahmaud Arbery Fund](#): The fund will help Ahmaud Arbery's mother and her family with financial support after her son was chased and gunned down by two white men in Georgia.
 - You can find a list of funds to help more victims [here](#).
 - [The Minneapolis Foundation](#): Long-term, community-based aid for Minneapolis. Precisely created to prevent violence, address systemic inequities and reform the criminal justice system, the Minneapolis Foundation has already committed hundreds of thousands of dollars from its Fund for Safe Communities and is subsequently looking for donations.
 - [Neighbors United Funding Collective](#): Organized by the Hamline Midway Coalition in St. Paul, Minnesota, the NUFC is raising money to rebuild storefronts in one of the hardest-hit neighborhoods.
 - [Northside Funders Group](#): In partnership with the Minneapolis Foundation, the Northside Funders Group is raising money specifically for businesses that have been affected by demonstrations in North Minneapolis, a predominantly black neighborhood that often doesn't get the same spotlight as other areas of the city.
 - [Midtown Global Market Mend](#): A cultural center in the heart of Minneapolis home to 45 small businesses, which has also been a center of donations and clean-up efforts, is seeking donations in order to repair the building and rebuild small businesses in the greater community.
 - [National Bail Fund Network](#): A complete directory of over sixty community bail and bond funds across the country that help pay bail for low-income individuals who can't afford it. [This page](#) also takes donations and splits them between 38 community funds across the country.
 - [Gas Mask Fund](#): You can directly support Black youth activists by donating money to help them buy military-grade gas masks to protect against teargas.
 - [Reclaim the Block](#): If you'd like to donate to police-reform efforts in Minneapolis, Reclaim the Block focuses on community-based solutions in lieu of funding the Minneapolis Police Department.

- [Black Visions Collective](#): A black-led queer and trans-centered organizing network committed to dismantling systems of oppression and violence.
- [Dallas Businesses Thread](#): A list of funds helping black-owned and POC-owned businesses that were damaged by the riots in Dallas.
- [Migizi Communication](#): Donate directly to Migizi, a non-profit, Native youth organization that was burned in Minneapolis.
- [Black-Owned Business Thread](#): A list of black-owned businesses that have been affected by the protests.
- [Northstar Health Collective](#): A St. Paul-based organization that provides health services and support at protests.
- [NAACP Legal Defense and Educational Fund, Inc.](#): The NAACP Legal Defense and Educational Fund supports racial justice through advocacy, litigation, and education.
- [Communities Against Police Brutality](#): CUAPB assists individuals and families dealing with the effects of police brutality.
- [Louisville Community Bail Fund](#) Bail Fund in memory of Breonna Taylor

12. Organize a writing campaign to raise awareness

13. Engage in local productive dialogs

14. Know the facts

- New Era of Public Safety: A Guide to Fair, Safe, and Effective Community Policing <https://civilrights.org/edfund/resource/new-era-of-public-safety-a-guide-to-fair-safe-and-effective-community-policing/>
- The Sentencing Project, Racial Disparity https://www.sentencingproject.org/issues/racial-disparity/?campaign_id=9&emc=edit_nn_20200603&instance_id=19041&nl=the-morning®i_id=118860649&segment_id=29949&te=1&user_id=06f9680876c23b84de3170a029fd2fbe

15. Watch critically acclaimed films that explore issues and events focused on race

- Do the Right Thing: https://en.wikipedia.org/wiki/Do_the_Right_Thing
- Get Out: https://en.wikipedia.org/wiki/Get_Out
- Queen and Slim: https://en.wikipedia.org/wiki/Queen_%26_Slim
- When They See Us: https://en.wikipedia.org/wiki/When_They_See_Us
- Moonlight: [https://en.wikipedia.org/wiki/Moonlight_\(2016_film\)](https://en.wikipedia.org/wiki/Moonlight_(2016_film))
- Selma: [https://en.wikipedia.org/wiki/Selma_\(film\)](https://en.wikipedia.org/wiki/Selma_(film))
- Dear White People: https://en.wikipedia.org/wiki/Dear_White_People
- Fruitvale Station: https://en.wikipedia.org/wiki/Fruitvale_Station
- If Beale Street Could Talk: [https://en.wikipedia.org/wiki/If_Beale_Street_Could_Talk_\(film\)](https://en.wikipedia.org/wiki/If_Beale_Street_Could_Talk_(film))

- I Am Not Your Negro: https://en.wikipedia.org/wiki/I_Am_Not_Your_Negro
- Just Mercy: https://en.wikipedia.org/wiki/Just_Mercy
- 13th: [https://en.wikipedia.org/wiki/13th_\(film\)](https://en.wikipedia.org/wiki/13th_(film))
- America Street (a new documentary on race relations and police violence in South Carolina, created by Idrissou Mora-Kpai, a former Pitt faculty member and available for free viewing for a limited time): <https://cinemapolis.org/film/america-street/>

16. Listen to commentary

- Trevor Noah’s commentary on The Daily Show, where he eloquently and emotionally discussed the “dominos of racial injustice and police brutality.” (https://www.youtube.com/watch?v=v4amCfVbA_c).
- The NPR podcast Code Switch deals with the intersection of race, politics, identity and culture. (<https://www.npr.org/sections/codeswitch/>)
- Video on Systematic Racism: (https://www.youtube.com/watch?v=YrHIQIO_bdQ)

Links to Resources:

- Black Virtual Therapist Network: <https://www.beam.community/bvtn>
- Black Girls Smile resource page including crisis lines: <https://www.blackgirlssmile.org/resources>
- NAMI (also includes resources): <https://www.nami.org/Support-Education/Diverse-Communities/African-American-Mental-Health>
- Teen Vogue article linking to POC and LGBTQ+ specific resources and search engines: <https://www.teenvogue.com/story/mental-health-resources-for-disabled-people-poc-lgbtq>
- Self-care toolkit by the Association of Black Psychologists <https://d3i6fh83elv35t.cloudfront.net/newshour/app/uploads/2016/07/07-20-16-EEC-Trauma-Response-Community-and-SelfCare-TookKit-1.pdf>
- Psychology of Radical Healing Syllabus <https://drive.google.com/file/d/1tONPKgCK9Js8vEOzzGvf9FS7jZjTvRu/view>
- Hotlines <https://nami.org/help>, <https://www.samhsa.gov/find-help/disaster-distress-helpline>
- Resources for Clinicians on Racial Trauma, Violence & Islamophobia from the Pennsylvania Psychological Association https://www.papsy.org/page/PPAGS_Resources
- Dive in Well <https://www.diveinwell.com/our-initiatives>
- Sista Afya <https://www.sistaafya.com/>
- Therapy for Black Girls <https://therapyforblackgirls.com/>
- Heal Haus <https://www.healhaus.com/offerings/>
- Ethel's Club <https://www.ethelsclub.com/>
- Teen Vogue article linking to POC and LGBTQ+ specific resources and search engines <https://www.teenvogue.com/story/mental-health-resources-for-disabled-people-poc-lgbtq>

- The Appeal, Justice in America
https://theappeal.org/justice-in-america-episode-1-justice-for-the-rich-money-bail/?campaign_id=9&emc=edit_nn_20200603&instance_id=19041&nl=the-morning®i_id=118860649&segment_id=29949&te=1&user_id=06f9680876c23b84de3170a029fd2fbe

Our Commitment to Diversity and Inclusion

At the Dietrich School of Arts and Sciences and College of General Studies, diversity is a core value. We are committed to inclusivity in our culture, workplace, academic programs, research pursuits, and extracurricular activities. We seek to be a school where we as faculty, staff, and students reflect both the global society and the local community, harnessing the full spectrum of human talents while respecting and celebrating human differences.

Faculty Diversity Committee Members 2019-2020

Danielle Andrews-Brown, Jon Boyle, Kay Brummond, Yolanda Covington-Ward, Rosemary Capo, Kehui Chen, Frayda Cohen, Lorraine Denman, Julie Fiez, Nicole Mitchell Gantt, Yona Harvey, Irina Livezeanu, Adam Leibovich, Andrew Lotz, Calum Matheson, Tara Meyer Lenore Thomas, Amy Murray Twyning, and Abdesalam Soudi

Staff Diversity Committee Members 2019-2020

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