1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography

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**Letter on Anti-Racism from Members of the Scripps**

**Institution of Oceanography**

**Letter p. 1**

**Demands p. 6**

**Appendices p. 16**

**Signatures p. 22**

*“I don’t know if people grasp the extent to which racism has af ected and infected the entire history of this country. It is not a*

*simple thing. We cannot wish it away. We cannot simply assume that by doing all*

*kinds of training, [- though very important*

*- that we will fix the problem.] Racism is deeply ingrained in the economy. In the*

*school system. In the prison system. And, I would probably conclude by saying that*

*what we are addressing today are issues that should have been taken up in the*

*immediate aftermath of slavery. But they*

*are also issues that should have been taken up with respect to the colonialization of*

*this part of the world. The first victims of*

*racism were Indigenous people in this country.”*

***Dr. Angela Davis****[1]*

At Scripps Institution of Oceanography (SIO), our mission statement is to seek, teach, and communicate scientific understanding

of the oceans, atmosphere, Earth, and Published by Google Drive – Report Abuse

https://docs.google.com/document/d/e/2PACX-1vTDNjHd90IqHx4YxpHt-xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 1/53

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other planets *for the benefit of society*

Leer on Anti-Racism from Members of Scripps Institution …Updated automatically every 5 *and the environment*. As extraordinary resources a public ~~serving~~ and privileges held by ~~oceanographic research~~ our institution come with institution, we seek to a tremendous moral fuel scientific, social and obligation to serve our political transformations mission justly. To this necessary to cope with end, we must attain, environmental change create, and disseminate and degradation. We knowledge in a way that pride ourselves on is not only accessible, working for the but restorative to those betterment of society, affected by but if our research harms environmental injustice. or neglects the society

and environment in Recent events involving

the

practice, then it cannot

significant loss of Black authentically benefit the life at the hands of law society and environment enforcement and it serves. The impacts of our science cannot serve nationwide protests a diverse local and supporting the Black

Lives Matter Movement global society if our

during a pandemic - that institution maintains a disproportionately

culture of supremacy,

complicity, and affects minority

ignorance that excludes [2]

|  |  |
| --- | --- |
| and oppresses diverse voices. Our science is deceptive, and inauthentically “sustainable”, if it extracts and exploits | populations prompted various institutions to make statements condemning acts of racism Published by Google Drive – Report |

- have

knowledge, power, and resources from non- Abuse

white communities. The minutes

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and the systems that perpetuate it.

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There is a pernicious community. And, while irony in these ~~apparent~~ we encourage these

~~expressions of solidarity~~ conversations to

~~as~~ many of these continue and celebrate

institutions have not only forthcoming initiatives, perpetuated a racist further efforts should be system throughout at contextualized through least the last 400 years, the lens in which we but currently depend on acknowledge that the the roots of racism to institution of science has function. Thus, if we are been complicit in to genuinely condemn allowing racism to exist and eradicate racism, and has helped to then these foundations of preserve white power and white supremacy. supremacy must be

directly and holistically The injustices that the addressed. Black

community encounters As members of this today are the direct result community, we will hold of chattel slavery.

our institution Although the

accountable to their own Emancipation words and stated intent Proclamation terminated

to stand in support of the chattel slavery, anti-

Black Blackness within

community. We America not only left

members of the Black recognize that, over the

community unsupported, past several months, but utilized its power to

there have been efforts

terrorize, exploit,

made by the SIO

exclude, Published by Administration to Google Drive – Report address racism and foster Abuse anti-racism within our minutes

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and opportunities for stymied, overlooked, or generations ~~(~~*~~Appendix~~* forever lost to time, by *~~IV~~*~~). This anti-Blackness~~ barring non-white ~~fits~~ into the broader people, women, context of American disabled, Queer, and

white supremacy, which poor people from

also substantively

systematically oppressed participating in the and exploited other scientific enterprise. racial and ethnic

minorities, including but Throughout history, injustices

not limited to

have been cloaked

Indigenous, Latinx,

behind scientific

Asian American, and

progress. This is

multiracial peoples. This

pervasive even in the

white supremacy natural sciences, as

allowed racism to

colonization and

permeate and persist in exploitation underlie

every institution of the many narratives

United States, including

surrounding exploration

the American higher

and

education system and the

conservation. There are

Western scientific

numerous examples of community

overt and covert racism

generally. White

in science which have

supremacy runs deep,

shaped the

stemming from the very

academic world in which foundations on which

our field has been built, we operate, and in which the pursuit of [a [3]

particular kind of] history has shown

that the application of

“truth” has always been

discoveries in geoscience

given priority over the

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pursuit of equity and justice. It is unknown Drive – Report Abuse

what life-changing minutes contributions have been

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have the potential to negatively impact

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marginalized groups that companies that are excluded ~~from the~~ exacerbate the ~~scientific process (e.g.,~~ environmental problems mining, fracking, we seek to address; and

1. the fact that the impacts industrial fishing,

of climate change,

geoengineering). biodiversity loss, and

1. pollution

The *Appendices* of disproportionately

|  |  |
| --- | --- |
| this  document summarize just a few examples of  how white supremacy manifests itself in science, including but not limited to, the medical and scientific racism that enabled eugenics and antiBlackness; colonial | burden economically disadvantaged communities - primarily of color - both on a national and  international scale. We also address the history of  academic gatekeeping that prevent BIPOC |

(Black, Indigenous, and

practices that still exist

Person of Color)

in extractive field students from accessing

research known as

STEM and the history of

“parachute science” (or academic equity,

1. diversity, and inclusion

## “colonial science”);

(EDI) efforts at the modern conservation movement in America, SIO.[7],[8] which was intertwined with the genocide and Racial and ethnic removal of Indigenous diversity in

populations; geological the geosciences is and particularly lacking.

environmental research Published by – Report AbuseGoogle Drive that is often exploited by minutes the same oil and gas

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Of all geoscience doctorates awarded

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to US citizens and graduate students and

permanent residents ~~in~~ faculty] in all of

~~2016, only 6% went to~~ [12]

UCSD. Out of

underrepresented minorities (URMs) (who SIO’s entire graduate

make up >30% of the US student body, only 9.1%

[9] of students identify as population). Out of Chicanx/Latinx, 4.3% as the 5,138 ocean science Black, and <2% as PhDs awarded in the US American Indian/Alaska from 1976 to 2016, only Native/Native

58 were awarded to Hawaiian/Pacific

10 Islander (note that these Black students.  The

numbers do not include

geosciences,

international students,

oceanography included, whose

have seen no progress in

demographic

|  |  |
| --- | --- |
| racial and ethnic diversity in the past  [10]  four decades.  These deep-seated disparities are also | information is not publicly-  [13]  available). As of  2019, out of >100 |

ladder-rank faculty

reflected post-graduation members, less than 14%

by the dearth of of SIO’s faculty

prestigious invites, population are BIPOC,

academic honors, and

with the only current

leadership positions

Black tenure-track

received/held by faculty member hired in

2019 (<1%). These

BIPOC doctorates.[11] numbers are simply staggering, and Scripps is no exception strike us as more than a to these trends as our statistical Published by department is the least Google DriveAbuse – Report racially/ethnically minutes

diverse [in terms of

xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 6/53 1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography anomaly or “leaky pipeline” problem,

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instead hinting at the exclusionary practices much deeper, ~~more~~ lead to a normalization

~~oppressive history of~~ of “whiteness” and/or ~~racism and~~ anti- “white dominant Blackness in academia. [15]

culture” in science,

SIO’s student, staff, and

faculty creating an unwelcoming

environment for BIPOC. demographics

While access is a underscore that - as is significant issue, a poor

the case with most of

climate has the potential

American higher to affect the recruitment

education and western and retention of admitted

science - SIO has been a

BIPOC graduate

predominantly white

students. Of the URM

institution since its graduate students who

founding in 1903, and matriculate at SIO, most

that, despite intentional express lower levels of

efforts to improve the satisfaction and

situation, *we must do*

*more*. happiness, compared to

We contend that the lack their white peers.[16]

of diverse voices at SIO is not only a reflection of the field but a result of gatekeeping within our own institution. Our graduate admissions process prioritizes metrics that are more indicators of an individual’s race and class than they are of

their ability to do

[14]

science. These

This attests to the disconnect between the institution’s promises to

support diversity and the unwelcoming environment BIPOC

students, staff, and faculty actually experience at SIO.

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Even in the absence of overt

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expressions of racism, everyone at our unintentional ~~yet-~~ institution, these

~~harmful behaviors such~~ important efforts

~~as~~ disproportionately fall on microaggressions and BIPOC students, staff, implicit biases made and faculty. [19] This is manifest by faculty, staff, and students result particularly problematic in BIPOC members of because EDI work (such our community as the creation of and

withstanding other forms participation in of *covert* prejudice on a committees, task forces, daily basis. These slights and diversity trainings) may seem small to some, often goes unrecognized but to those on the and uncompensated,

receiving end, the stings leading to more labor for of such prejudice can be BIPOC scientists on top enduring and lead to of their normal workload. Not to

potentially macroscopic mention that EDI work

[17] can take a heavy consequences, e.g., emotional toll on its feeling unwelcome, practitioners. Anti-racist

underperforming, work within our

leaving SIO, or exiting institution must be a academia altogether. shared goal of our

community, that is

In the last decade, efforts

to reflected not only by our

increase ethnic and racial statements, but with our

|  |  |
| --- | --- |
| diversity at SIO have garnered some  [18]  momentum.  Though the task to increase EDI should be collectively shared by | practices, actions, and the culture itself.  Published by Google  Drive – Report Abuse minutes |

https://docs.google.com/document/d/e/2PACX-1vTDNjHd90IqHx4YxpHt-xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 8/53 1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography

In addition to diversification

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and cultivating a climate deconstruction of racism

that allows ~~BIPOC to~~ and white supremacy is

~~thrive, all students, staff,~~ particularly significant in ~~and~~ faculty should the face of rapid adhere to and sustain a environmental culture in which 1) degradation. The diverse scientific intersection of race, perspectives are class, and climate embraced and respected, resiliency cannot be

2) attitudes and ignored as the impacts of behaviors resembling climate change will have white supremacy are disproportionate effects

[20] on marginalized and

rejected, 3) and any

BIPOC

environmental harm and

### [21]

exploitation through communities.

research is prohibited Similarly, the effects of

and/or at the very least, ecosystem collapse, acknowledged and exacerbated by climate minimized. We must change, are felt most move forward with an strongly among understanding that anti- Indigenous communities racism is inextricably or communities with

linked to decolonization. limited access to

If we are to represent an [22] institution that benefits capital. It is the society and imperative that the next environment *holistically*, generation of leaders in then we must look within climate science and to move forward. In this advocacy, geosciences, spirit, we outline a *List* oceanography, biology, *of Demands* for our and policy are Published institution. by Google Drive – Report

The call for an Abuse intentional minutes

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intersections, but are also institutionalizing anti

racism at SIO to create comprised of ~~voices~~

and sustain a culture that ~~from diverse~~ students, post-docs,

faculty, staff, and alumni

~~backgrounds.[23]~~ Our can take pride in for institution will thrive generations to come. To with a culture that values this end, we ask that EDI and which places a relevant members of SIO stronger emphasis on Administration provide

anti racism and its students, staff, and decolonization in/of both faculty with a written our science and our

minds. document by **March**

**th**

**20 , 2021**, specifically

Scripps has led globally

in addressing each of our understanding and demands and outlining

protecting our planet for how and when these over a century, changes will be made producing renowned such that, as an

leaders in oceanography institution, we can and geoscience. meaningfully live up to Advocacy for groups our mission.

affected by

[24]

antisemitism and

sexism has been a crucial part of this legacy. But **Demands** this is not enough, there is still much work to be

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done. We must continue – Report Abuse to lead the field by minutes internalizing and

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As members of the SIO community, we

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present our demands to with our BIPOC address our ~~grievances~~ colleagues,

~~with the institution.~~ students, staff, and ~~These~~ demands are mentors;

largely consistent with To *authentically center* the those made by BIPOC graduate students and historical struggle that their allies at similar BIPOC institutions, including experience[30] when

[25] fighting for adequate

UC Santa Barbara

and the Massachusetts resources against a

backdrop of competing

Institute of interests;

Technology (MIT).[26] To *disrupt* the

|  |  |
| --- | --- |
| (overt/covert) | |
| Following the lead of graduate students at  UCSB’s EEMB  [27]  department, we  borrow from equity  [28]  leaders across  [29] | oppressive impacts that  [31]  academic research has  on marginalized communities around the  world; and To *highlight* that recognizing the humanity and experiences of our |

disciplines when BIPOC

we use the term demand. colleagues is not We use ‘demand’: something Published by

To *elevate* the attitudes

and Google Drive – Report values associated with Abuse contemporary liberation minutes movements in solidarity

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1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography we are willing to

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compromise on. accountability measures

for faculty who refuse to Our demands are divided participate in this across five domains: process. If consensus on I. Culture and Capacity a singular response is not

Building II. Graduate th

Student Recruitment & reached by January 8 ,

Retention individual members of

1. Undergraduate the Administration can

Student prepare alternative

Recruitment & Retention statements.

1. Hiring Practices for

|  |  |
| --- | --- |
| **th** | |
| BIPOC Faculty, Postdocs & Staff V. Environmental Responsibility We request the following: All members of SIO | By **March 20 , 2021**,  we request a publicly available action plan that details responses and timelines in addressing **each demand** to serve as accountability. We recognize the current |

Administration provide a financial limitations signed public response presented by COVID-19 acknowledging this letter budget reductions, and

|  |  |
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| by  **th**  **January 8 , 2021**.  The letter should reference each domain detailing how actions will be distributed | understand the implications of this on any proposed timeline. We ask that any labor contributed to the drafting of Published by |

among individual faculty Google Drive – Report members and Abuse administrators, including

minutes

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these timelines be distributed fairly

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amongst members of the **training.** SIO institutes

~~Administration~~ mandatory *in-person*

~~addressed in the letter.~~ anti-racist, culture, and Any disregard for our diversity training requests would signal to for ALL students, postus indifference on behalf docs,

of Scripps’ faculty and staff to

Administration towards complete the voices of the once every year, undersigned (BIPOC beginning Fall 2021. students, staff, and Learning how to become

faculty, and their allies). actively anti-racist is Conversely, a thorough imperative to increase and positive response to the of retention of these demands would BIPOC students, postdocs, demonstrate the faculty and staff at SIO,

Administration’s

and are crucial to commitment to

understanding how to promoting anti-racism mentor students from all within our institution.

|  |  |
| --- | --- |
| **I. CULTURE &**  **CAPACITY**  **BUILDING**  i. **Implement** | training could be instituted by an independent anti-racism organization, such as Race  Forward, and potentially  Published b collaborative with main campus y Google Drive – Report  Abuse |

backgrounds. This

**mandatory anti racism** minutes

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resources. This is of particular

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importance for faculty, we know there’s always

post more to learn. We ask

~~docs, and graduate~~ that all members of the ~~students~~ SIO

participating in any community commit to admissions, faculty “a day of learning” search, or tenure every quarter to committees. In order to engage with diverse

|  |  |
| --- | --- |
| eliminate bias in evaluations, the annual training should thus be a requirement for participation in any hiring and admissions committees. Additionally, these  trainings are crucial to understanding | perspectives in science and academia, as well as concepts in social justice. This day serves primarily as an opportunity to look within and self-teach, largely in an unstructured sense, since there is no |

how to mentor students substitute for

conducting your own from all backgrounds, and thus should be a research and coming to requirement for faculty your own members (who mentor conclusions on these topics.

graduate students) and

This day of learning

graduate students or should

postdoctoral scholars

(who mentor Published b involve undergraduate individual learning, y researchers). Google Drive – Report

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ii. **Commit to days of** minutes **learning.** As scientists,

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1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography community seminars and events

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|  |  |
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| (such as SIO’s forthcoming ~~ACCESS Justice~~  ~~initiative), and~~ discussions to help foster a | iv. **Modernize courses that satisfy the ethics requirement to address EDI issues.** Ethical science must |

more well-read, broadly also be just, informed community of equitable, diverse, and leaders that are inclusive science. To equipped to engage fully address the with current and future ethical issues graduate

intersectional and students will face as global scientists, the ethics environmental issues. course must include material iii. **Provide** that covers implicit **institutional support** bias, **for seminars related** microaggressions,

**to the** mentorship, barriers,

**intersections of** environmental racism,

**environmentalism,** and environmental **colonization, and race.** justice  Compensate these presented by qualified speakers individuals.

with a modest honorarium as v. **Formally support** they are often BIPOC **faculty EDI work and** speakers whose time is **the development of** at risk of being taken **EDI-related curricula.**

advantage of. Published by Google Drive – Report Abuse minutes

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Provide financial support for

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|  |  |
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| time spent on EDI work, ~~including the~~ ~~development of~~ new coursework and curricula, and acknowledge all EDI related work in the  faculty evaluation process. This may involve | two permanent staff members by 2025 to support the SIO Director of Diversity  Initiatives (Keiara Auzenne). At least one staff member should be hired as soon as the hiring freeze is  removed. These additional staff |

including an evaluation members will advance of each faculty EDI

member’s EDI efforts efforts at SIO by

in all tenure review helping to files or establishing a implement the demands

|  |  |
| --- | --- |
| quantifiable system for tracking faculty activity on EDI initiatives.  vi. **Hire additional** | in this letter.  vii. **Abandon cultural appropriation.** Terminate practices rooted in cultural |

**full-time EDI staff.** In appropriation such as

|  |  |
| --- | --- |
| addition to the eight EDI fellows and the EDI faculty/staff liaisons,  we ask  that SIO invests in | encouraging the campus to wear “Hawaiian shirts” or plastic leis. Using the culture of Pacific |

supporting our BIPOC Islander communities students, post-docs, and Published by Google Drive

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minutes

least

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as a costume is not appropriate.

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Instead, we should employ ~~innocuous themes such~~

~~as~~ general beach or ocean themes.

viii.**Fully support the demands made by the**

**Black Student**

**[32]**

**Union (BSU) to**

**the**

**broader UCSD Administration.** Advocate for the demands made in the *2020 BSU Demands Campaign*, and release a statement on the SIO

website in support of

the BSU demands relevant to SIO’s Black students, staff, and

faculty. For example, BSU demands regarding recruitment, retention, faculty, and tenure are directly supportive of demand II.iv. listed below.

ix. **Establish a relationship with**

**scholars from the**

**UCSD**

**Ethnic Studies Department.** With the help and guidance of experts in UCSD’s Ethnic

Studies Department, SIO

should seek to develop

a seminar series that highlights Indigenous knowledge with

financial compensation for presenting faculty and graduate students. Additionally, support the design and development of graduate and undergraduate courses that bridge the intersections of environmentalism, the impacts of colonization, and race.

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x. **Strengthen partnerships with**

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**communities of color** students, and providing

|  |  |
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| **in the**  **~~San Diego area, and~~ ~~protect~~ existing networks in the face of COVID-related budget cuts.** Protect and increase  financial support for ongoing community | resources that will support access to graduate school at SIO.  xi. **Acknowledge communities we benefit from in research publications,** |

partnerships with local **presentations, and** K-12 schools in BIPOC **discussions, and work** neighborhoods **towards collaborative** throughout San **research partnerships.** Diego. A sizable SIO makes it portion of mandatory for

these funds might go researchers to publicly towards networks that acknowledge when already exist, conducting research on

such as SIO-SCOPE, land that is not their

the Rosa Parks own, and consider

Tutoring Program, and potential the Birch Aquarium, as impacts of their results well as external on these communities.

institutions such as the We propose

|  |  |
| --- | --- |
| Ocean Discovery  Institute.  Across all programs, emphasis should be placed on forming and maintaining longlasting  relationships with | Administration create a buffer Published b against the negative impacts of y Google  Drive – Report Abuse minutes |

https://docs.google.com/document/d/e/2PACX-1vTDNjHd90IqHx4YxpHt-xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 18/53 1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography

---[33] by parachute science

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ensuring communities **reallocate resources**

|  |  |
| --- | --- |
| ~~compensated~~  ~~financially,~~ intellectually, and academically. SIO should institute | **towards Indigenousled endeavors.** Members of Scripps’ Administration should work |

are

with Native leaders on

resources on campus

UCSD main campus,

and provide training including

|  |  |
| --- | --- |
| researchers as necessary in order to encourage a synergistic approach, encompassing  community and institutional efforts.  xii.**Initiate conversations with** | faculty, as well as members of San Diego’s Native community, to accomplish this goal. Funds  should be allocated towards these conversations and |

and/or consultations to students, staff, and

related projects. **Indigenous and Native** xiii.**Acknowledge our**

**peoples/groups/institu**

**tions presence on**

**(e.g., Indigenous Indigenous land, work**

**to faculty and staff,**

**leaders at UCSD’s honor NAGPRA**

**(Native Intertribal Resource**

**American Graves**

**Center, local**

**Protection and Kumeyaay leadership)**

## **Repatriation Act), and**

**to end the erasure of actively work towards Indigenous groups** Published by Google Drive

**and** – Report Abuse

minutes

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1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography **returning Kumeyaay land to**

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|  |  |
| --- | --- |
| **the Kumeyaay community.**  ~~Members of Scripps~~ Administration should research what a land acknowledgement might consist of and consider publishing a land | i. **Streamline the process for applying for an application fee waiver.** Prominently feature the waiver application on the graduate application and promotional materials. |

acknowledgement on its

|  |  |
| --- | --- |
| departmental website after  consulting with the appropriate  [34]  persons/groups.  Beyond | ii. **Permanently eliminate standardized testing.**  Traditional standardized  tests,  such as the GRE, are often |

that, the Administration biased against should work towards underrepresented addressing minorities and

concerns related to historically

NAGPRA excluded people, and

and returning land from provide

the scant indication as to

Scripps Coastal Reserve whether

|  |  |
| --- | --- |
| to the  Kumeyaay.  **II. GRADUATE STUDENT RECRUITMENT &**  **RETENTION** | or not a student will excel in  [35]  graduate school. We  commend the  Administration in  Published by Google |

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1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography supporting the *SIO Graduate*

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*Student Body Petition* iv. **Work to increase**

*to* **the**

*~~Remove the GRE from~~* **population of BIPOC**

**graduate students in**

## Graduate **each**

|  |  |
| --- | --- |
| upcoming year, and strongly encourage retaining this stance permanently in subsequent academic years, in favor of  moving toward other mechanisms of assessing  knowledge and  scientific potential. | **minimum, commensurate with California’s demographics by 2025.**  Currently, BIPOC students are severely underrepresented within the Scripps’ graduate  [38]  student body. In  an effort to achieve this demand, we |

[36] **cohort at SIO to be, at** *Admissions*  for the

recommend the

iii. **Provide relocation** following:

**grants and lobby the university for more** a. **Institute targeted 2than two years of 5 university housing for year departmental BIPOC, LGBT+, and fellowships to be disabled students, who awarded to BIPOC often face housing graduate students at**

Published by Google Driv

**discrimination.[37] the time of admission.**

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1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography

In order to recruit and

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retain a higher number recommendation made ~~of BIPOC students in~~ by the External academia, the Committee in Section department should IV of their 2017 report:

pursue both internal [39]

and *“... we urge the*

external fundraising as *Administration to* necessary to develop *continue efforts to* targeted departmental *provide first-year* fellowships for BIPOC *fellowships for all* students. Since *students.”* Purview graduate student over these awards enrollment is often should be given to the constrained by funding graduate students that availability, faculty will form the Diversity be more likely to Admissions

Committee.

actively recruit and retain qualified BIPOC b. **Increase *non*** applicants if these Published b ***fellowship*** fellowships are made **support of** y Google available. This demand Drive – Report Abuseis consistent with the

minutes

following

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**BIPOC graduate**

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**students.** More often encourage the ~~than not, SIO does not~~ department and

directly invest in the graduate

BIPOC graduate student advisors to students it admits. allocate non-fellowship Instead, BIPOC funds to BIPOC

graduate students at students commensurate

SIO with non-fellowship

are disproportionately funds allocated to non “self-funded” in the BIPOC students. sense that they come Admissions committees with 3-5+ years of should deliver both external fellowship admissions data and funding. Meanwhile, a funding sources for greater percentage of incoming students, non-BIPOC students at broken down by Scripps are supported ethnicity and race, to through PI grants or TA the  ships. In addition to appropriate members of awarding SIO ~~SIO’s Grad~~Published by uatGoogle~~e~~

fellowships to BIPOC

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students at the time of

admission, we minutes

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1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography

Department and/or EDI

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staff. In general, all and what the options

SIO and consequences are

~~graduate student~~ for students who admissions committees receive a “conditional should work to provide pass” or “do not greater transparency pass”. surrounding the nature of graduate student vi. **Release a**

**department**

acceptance/denial on

the **statement in support**

**of**

basis of funding.

**COLA.** A cost of living

v. **Increase** adjustment (COLA) **transparency for** will help BIPOC **departmental** students thrive at **examinations.** Clearly UCSD.

outline the

vii. **Ensure that** expectations and requirements for **faculty and staff**

**consult with the Office** passing departmental

**for** exams, e.g., publish evaluation rubrics in **Students with**

**Disabilities**

the SIO Student **when appropriate.** Handbook.

Incorporate information

Additionally, make regarding Office for

transparent what set of Students with circumstances would D~~isabilities p~~olic~~ies,~~ lead to a conditional Published by Google

“pass” or “fail” of Drive – Report Abuse departmental exams,

minutes

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procedures, and resources in

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existing mandatory cause” warranting the

trainings so ~~that faculty~~ dismissal of tenured ~~can recognize and~~ and non-tenured respect possible faculty, and to deter symptoms of mental, repeated cognitive, physical, and abuses of power, which

|  |  |
| --- | --- |
| domestic violence health issues.  Additionally, conduct an annual student survey  to  determine whether  needs are being met.  viii.**Construct a transparent,** | is not accomplished by the system that is currently in place.  ix. **Assign supplemental sensitivity trainings to faculty/researchers flagged**  **for harassment and mistreatment.** The faculty/researchers |

**quantitative system to** flagged to complete this

**actively deter faculty** training will be **abuse of power.** determined by annual Design a quantitative anonymous survey system where graduate results from students students can and faculty (e.g., the

report abuses of annual advisor/advisee

[40] form).

power without fear

of This supplemental

retaliation. The sensitivity Published b

objective of training should be

such a system would be specific to y Google to aid in the definition

Drive – Report Abuse and

determination of minutes

“adequate

xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 25/53 1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography the nature of the

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misconduct/mistreatmentchances of a

. We ~~ask that there be some~~ ~~amount~~ of transparency surrounding this process, including the

number of faculty/research members that are assigned training as well as the percentage (%) of those who complete it.

**III.**

**UNDERGRADUATE**

**STUDENT**

**RECRUITMENT &**

**RETENTION** successful career in the sciences. Thus, we demand that SIO increase the number of scholarship opportunities

available to current

BIPOC undergraduate students enrolled in the three majors offered by SIO, roughly commensurate with undergraduate student enrollment.

ii. **Fund and support outreach programming to BIPOC undergraduate students.** With the ocean being less accessible to communities of color, some

i. **Increase scholarship** BIPOC undergraduate

**opportunities for**

students Published b

**BIPOC undergraduate**

may not have been able **students.** Earning a scholarship at the to y Google Drive – undergraduate level Report Abuse immensely boosts one’s minutes

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foster a relationship with the

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ocean and may not often BIPOC students know that ~~this is an~~ are unaware of how to ~~option for them.~~ get involved with Allocating funds for research. Additionally, program opportunities undergraduate research through existing positions are sometimes

organizations, such as awarded solely on the

WMIS or UCSD’s basis of approaching OASIS Program, for PIs - which

current BIPOC excludes those who are undergraduate students not in communities would promote these with knowledge of

opportunities and entry points into

encourage science. By making all

more BIPOC interest in undergraduate

the research positions paid ocean sciences. and

primarily accessible

iii. **List all available** through a formal

**undergraduate** application process, the **positions and create a** entry point into **formal application** research will be

**process.** Eliminate clarified and implicit

hiring and

practices rooted in

structural biases against

networks of power by

BIPOC students will be

listing all openings for reduced.

undergraduate research

assistants. Make this Published by – Report AbuseGoogle Drive

process transparent and minutes accessible to all - too

xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 27/53 1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography iv. **Commit to paying all**

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**undergraduate researchers by ~~providing a pool of~~ ~~funding~~ commensurate with SIO undergraduate enrollment.** For many, the access point into a career of scientific research is joining a lab as an researchers must be paid for their labor to create an equitable playing field in which everyone has the opportunity to join the scientific community. This may be accomplished by instituting additional programs and scholarships through

undergraduate student, UCSD

where Academic Enrichment

one often starts out as an Programs and/or unpaid laboratory allocating volunteer or receives external funds.

credit hours in exchange for

**IV. IMPROVE**

one’s time. However, for **HIRING**

many BIPOC students - **PRACTICES FOR** who are **BIPOC**

disproportionately from **FACULTY, POST**lower **DOCS & STAFF** income families - this is

not i. **Prioritize EDI efforts**

feasible. We support the **in new hire** Administration's recent **applications.** Commit to proposal to end all changi~~ng the cultu~~re

unpaid w~~ithin SIO~~ Published by

undergraduate positions, Google Drive – Report and Abuseemphasize that all

minutes

undergraduate student

xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 28/53

1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography by using the EDI statement

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provided in faculty share) with a committee applications ~~as the~~ *~~first~~* composed of graduate ~~filter, instead of the~~ last students, as faculty consideration, similar hires hugely impact

to the hiring methods graduate student employed by professional

[41] development and the UC Berkeley.

overall

Leadership and lab culture at SIO with

culture generally starts regard to at the top. Thus, efforts EDI. to

implement EDI ii. **List all available**

initiatives **post-doc positions and** should be considered an **institute a**

integral component to a **formal application**

PI’s **process.**

work. Everyone To eliminate hiring involved in the hiring practices process should receive rooted in networks of training on how to power,

evaluate EDI make the process for statements. hiring

Applications where the post-docs transparent candidate has not been and previously committed equitable by posting all job

to EDI initiatives or

openings and ensuring

thoughtfully outlined how they will a formal Published b promote diversity and application process. inclusion at SIO should Post-doc y Google Drive be withdrawn from – Report Abuseconsideration. This

minutes should be a joint decision (equal voting

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positions are often distributed

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among selective email plan to existing chains or ~~through~~ pipelines must be set

~~networking at~~ into motion to make the conferences, which cuts hiring process more off a huge swath of equitable.

potential v. **Heed student input**

candidates. **on future faculty**

**hires.** Since new

1. **Support relocation grants for post-docs.** The institution should provide these funds when necessary.
2. **Work to increase the**

**population of BIPOC faculty at SIO to be, at minimum, commensurate with California’s demographics by 2030.** SIO acknowledges that the current practices for hiring faculty are neither fair nor transparent but instead rooted in networks of power. Developing an intentional broader outreach

faculty hires directly impact graduate students and the overall culture at SIO, allow students to read applications for new faculty positions and have a vote in both selecting interview candidates and those that are ultimately hired at SIO. Currently, student hiring committees spend countless hours soliciting, generating, and providing feedback. While we appreciate the opportunity to

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provide input, that input can be

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and often is completely ~~disregarded in final decision~~ making.

vi. **Ensure that incoming BIPOC faculty and staff are well positioned for success through a detailed plan for cluster hiring and equitable allocation of department resources.** Commit to more diverse cluster hires of faculty and staff to reduce feelings of isolation and avoid tokenization of individuals from underrepresented groups. This effort may benefit from shifting away from sectional hiring and towards institutional hiring. In addition, SIO should identify and eliminate bias in the allocation of startup funds, lab space, prioritization of lab construction, etc. to new hires.

**V. ENVIRONMENTAL RESPONSIBILITY**

*“If we don't save the planet, then none of our social justice struggles will matter.”*

***Dr.***

***Angela Davis****[42]*

i. **Acknowledge environmental harm, extraction, and exploitation of materials and resources done in conducting**

Published b **resear**y Google Driv **ch and ensur** e –**e ethical** Report Abuse minutes

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1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography **procurement and practices**

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**when possible.** Encourage ~~faculty to assess the~~ environmental and social harm produced by research (including, but not limited to, the use of fossil fuels) or any materials necessary for said research. Faculty, postdocs, and students should include statements in publications and presentations acknowledging and justifying those methods over less harmful alternatives. Embrace any opportunity to avoid further environmental and social harm when possible.

1. **Establish sustainable practices within SIO.** Allocate a pool of funding to hire either one full-time sustainability staff member or several graduate and undergraduate students as sustainability ambassadors. Staff or ambassadors will work to codify and maintain pre existing campus sustainability operations (including, but not limited to, SIO composting), as well as implement new infrastructure such as zero waste practices, energyuse monitoring, and watersaving controls.
2. **Encourage divestment from fossil fuels and require transparency about**

**research funding from the fossil fuel industry.** Create awareness Published by Google Drive – Report Abuse minutes

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1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography among faculty of the

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opportunity to divest and companies related

their to the

~~403B/457B UC~~ exploration, extraction,

~~retirement~~ transportation, and

plans from fossil fuels refining of fossil fuels, and

and to refrain from invest in the UC Social

reinvestment in the Equity Fund.

future. This statement

Additionally, require

should also call on

SIO faculty to disclose all fossil fuel industry the Regents to develop funding, similar to how policy on oversight of

|  |  |
| --- | --- |
| biomedical sciences researchers disclose their pharmaceutical industry support.  iv. **Release a statement calling on the UC Regents in support of UCSD Green New Deal** | funding from the Fossil Fuel industry, similar to the policy developed on Tobacco.  v. **Release a statement supporting other initiatives of UCSD Green New Deal.**  Support the UCSD |
| GND | |

**(GND) initiatives.** This campaign for a

|  |  |
| --- | --- |
| statement should address the need for the Chief Investment Officer to provide full transparency on fossil  fuel  related investments, divest from all funds | competitive call for proposals from banks to provide commercial banking services at UCSD, with transpa~~rency on ho~~w ~~the banks’~~ Published by Google Drive – Report |

Abuse exposed to fossil fuels

minutes

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fossil fuel investment policies

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and actions will be behind scientific incorporated ~~in the~~ progress. This is

~~decision making process.~~ pervasive even in the

Additionally, natural sciences, as demonstrate colonization and

support for the 5 exploitation underlie the Principles of narratives of

Emissions Reduction andconservation and

35 exploration. The field of

Concrete Actions natural sciences has

towards many of its roots in

decarbonization, colonial England at the teaching,

height of Settler research, health, and

Colonialism and the

preparedness presented

|  |  |
| --- | --- |
| by the  Task Force on the Climate Crisis.  **Appendices** | dawn of Exploitation Colonialism. The Royal Society, a legacy of that era (est. 1660), was originally composed exclusively of white English noble*men.* Examples of the Society members include famous thinkers such as Francis Bacon and Charles  Boyle, both of whom |

**I. Examples of Racism** helped establish

**Throughout the** experimental norms and

**History of Science** influential paradigms that persist to this

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Throughout history,

injustices Drive – Report Abusehave been cloaked

minutes

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have contributed already occupied that tremendously to the land. Although this form ~~scientific body of~~ of colonialism by

~~knowledge we read~~ expanding one empire about and benefit from, has been largely most of this knowledge discontinued, it has left is borne from a very deep scars across specific lived experience colonized regions of the and view on the world, world (i.e., in which women, non- disenfranchised white people, or poor territories and people have little power, developing countries), input, or autonomy. and its effects continue

White supremacy was to manifest today.[43] the driving force during Present and former the Age of Imperialism, colonies are still healing often under the helpful economically,

guise of “Science”. It led politically, and socially to European from the adverse effects colonization of “exotic” of colonialism. lands, which were Moreover, the oftentimes already imperialistic nature of inhabited, providing field research is European naturalists a represented today by the scientific opportunity for demographics of natural

|  |  |
| --- | --- |
| exploration. During these expeditions, describing the natural world and naming new  species was accompanied by usurping land and | scientists in recent history and the practice of what is known as “parachute science”.  [44]  Parachute science is characterized Published by Google Drive – Report |

extracting resources with Abuse little to no consideration minutes given to those who

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by extractive research that uses the

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land, knowledge, and taxonomic system of resources of local ~~and~~ racial ~~Indigenous communities~~ classification in which ~~to gain~~ accolades or “Caucasians” were white financial support without people made in God's

|  |  |
| --- | --- |
| giving back to or supporting the local/Indigenous communities that it benefited  [45],[46]  from. One | image whereas “Ethiopian”,  “Mongolian”,  “Malayan,” and “red” races were degenerative |

study found that at that [48]

|  |  |
| --- | --- |
| time, 60-70% of researchers from “developed” countries did not acknowledge contributors from “developing” research | forms.  1800s, plantation doctor James Marion Sims routinely experimented on enslaved mothers and their children without |

In the mid

locales as co authors on anesthetic.[49] He

[47] their publications. perpetuated the myth

that health disparities

In the context of anti between Black and white Blackness, scientific mothers, such as racism was the myth of susceptibility to newborn Black inferiority that tetanus, were due to justified oppression, laziness and lack of slavery and use of black intellectual capabilities

|  |  |
| --- | --- |
| bodies in science.  Eugenicists and white supremacists litter the history of Western medicine with research that spread the myth of the superiority of the white race. In the 17th century, Jonathon | of Black mothers while ignoring the poor living conditions of enslaved humans. In the mid1900s, Published by  Google Drive – Report  Abuse minutes |

Blumebach’s published a

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Black people continued to be extorted

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in the name of scientific heroic preservation of progress.  ~~Examples~~ “pristine wilderness” ~~include the infamous~~ devoid of "human

Tuskegee Experiment habitation",

[50] disregarding a long

(1932-1972), where

history of African-American men affected by syphilis were Indigenous use and

(without their informed cultivation.[53] consent) included as test

Following the statesubjects who received

sanctioned genocide of placebo

the Ahwahnechee people

treatments under the in Yosemite Valley

guise of free Federal

during the Mariposa

healthcare; and the case

War, and after years of

1. of Henrietta Lacks, exploiting the remaining a Black woman whose Southern Sierra Miwok cells were removed as a tourist attraction, without her permission Yosemite National Park after being diagnosed continued slowly and with cervical cancer and strategically removing receiving failed cancer the Indigenous treatments (1951). These population throughout

stolen cells, now known

[54]

|  |  |
| --- | --- |
| as HeLa cells, are still widely used in the biomedical industry.  Geological research is  often  used to advance the exploitation of natural | the mid 1900s.  Even the formative years of oceanography depended heavily on colonization and violence. Scripps was founded on the Published by Google |

resources by oil and gas

1. The Drive – Report Abuse

companies. creation of national minutes parks idealized the

xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 37/53 1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography stolen land of the Kumeyaay people in

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the midst of their refineries are

genocide and intentionally placed in

## ~~[55],[56]~~

~~oppression,~~ Black and Latinx ~~and like many~~ advances in science, the modern neighborhoods.[60], era of oceanography was [61] Additionally, Black

spurred on by the communities are

military industrial displaced and relocated

complex of World War to regions that are more

[57] vulnerable and lack the

II. To date, there is sufficient and effective little acknowledgement infrastructure to protect of Indigenous knowledge against extreme weather of oceanography or events intensified by marine environments. climate change, such as

While climate change hurricanes and disproportionately flooding.[62], [63], [64]

burdens

communities of color on

These disparities are

[58] evident

a global scale, the history of redlining, even within our local

communities within San gentrification, and other

Diego county. Barrio racist policies and

practices exacerbate Logan is a historically environmental racism BIPOC

through climate change community within San

[59] Diego that was

nationally. In the established in the 1920’s U.S., People of Color when people moved to develop health-related this area in pursuit of

issues due to a Published by Google Drive

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minutes exposure to pollutants, as fossil-fueled plants and

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industry jobs. In the 1960’s, the I-5

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freeway was constructed susceptible to a cancer

tearing down ~~homes and~~ risk in the 80th to 90th

~~effectively splitting the~~ neighborhood with the percentile Coronado bridge while also increasing traffic nationally.[67]

[65]

and air pollution.

The community was then **II. Academic**

### **Gatekeeping and**

rezoned from residential **Educational Inequality** to mixed allowing businesses, such as junk yards and warehouses, The way intelligence has that are known to release been carcinogenic chemicals measured, and the way to establish in this we currently quantify BIPOC neighborhood as students’ potential to opposed to others. In excel as scientists during addition, shipbuilding admissions processes, industries continued to utilizes racially-biased grow contributing to the [68]

metrics of success.

pollution of San Diego

Bay and the closure of Standardized tests such public access. Barrio as the SAT and GRE act Logan is one of the top as financial barriers to 5% communities most students who cannot

impacted by pollution in afford to take the tests or California and is the top spend money on community in San Diego expensive tutors and test prep

County affected by materials. More often

than not, one’ Published diesel pollution.[66]

Continued contamination b s y Google Drive – has led to members of Report Abuse this BIPOC community minutes

xYXhT6JIZLlewLG3t3fTeMbfwbpEbLSZq9aeL5jHXaHybxIQgjHkA0dagFS/pub 39/53 1/31/2021 Letter on Anti-Racism from Members of Scripps Institution of Oceanography score is more indicative of their

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socioeconomic status exclusive pipeline is and cultural ~~background~~ largely impenetrable to ~~than it is their inherent~~ students who are the first in their family or ability to excel as a

community to apply to

[69] graduate school, or for

## scientist. Yet GRE

scores are still used to those who do not have someone to guide them

determine admission to around the coded

SIO admissions.[70] language/processes of

Resumes are often padded with unpaid academia. **III. History** internships that can only be taken by students who **of EDI Work at SIO**

do not need to support

themselves and their

families financially. Admissions In the last decade, decisions are frequently significant

|  |  |
| --- | --- |
| made without transparency, behind closed doors, allowing for the bias of individuals in | efforts have been made to increase diversity at SIO. An external review of the SIO graduate program was |

charge of these decisions conducted in 2017 and

to infiltrate what should identified be a fair and equal recommendations to process. In some cases, improve

legacy admissions and departmental

personal connections are

## [72]

prioritized by culture. In

admissions committees, particular, weaknesses

were identified in the

preventing a holistic Published by Google

review of other Drive – Report Abuse

minutes

### applicants.[71] This

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# Leer on Anti-Racism from Members of Scripps Institution …Updated automatically every 5

new faculty, diverse faculty. This includes, faculty hiring ~~practices,~~ but is not limited to, the ~~and effective means to~~ Scripps LEARNS and ~~report~~ conflicts, Scripps LEADS

harassment, and initiatives, the ACCESS

discrimination. After this Justice Initiative, Deep review, members of the Connections Initiative, SIO student body came Chat with a Scripps together to write and Scientist, and the various support a community circles and

[73] affinity group

letter on hiring and

diversity, which called [74] This work meetups.

on the department to hire

from the SIO EDI Team faculty more

has been integral in representative of this

fostering a welcoming country in terms of

and supportive gender, ethnicity, and

environment for BIPOC other facets of diversity.

students, staff, and

In 2016, SIO hired

faculty in the last four Keiara Auzenne as the

years. Recently, institution’s first

Director of Diversity students have rallied Initiatives, a role around EDI initiatives to dedicated to equity, create gender-neutral diversity, and inclusion dive lockers, remove the (EDI) work across our GRE from SIO graduate community. Since then, admissions practices, the SIO EDI Team has and endow fellowships implemented various for increased diversity in initiatives aimed at diving. While there is a

recruiting, history of EDI advocacy

retaining, and cultivating at Scripps, Published by

diverse talent. These

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initiatives are varied in

nature, supporting Abusestudents, staff, and minutes

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there must be a culture shift from the

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