



Welcome Back To CURES!

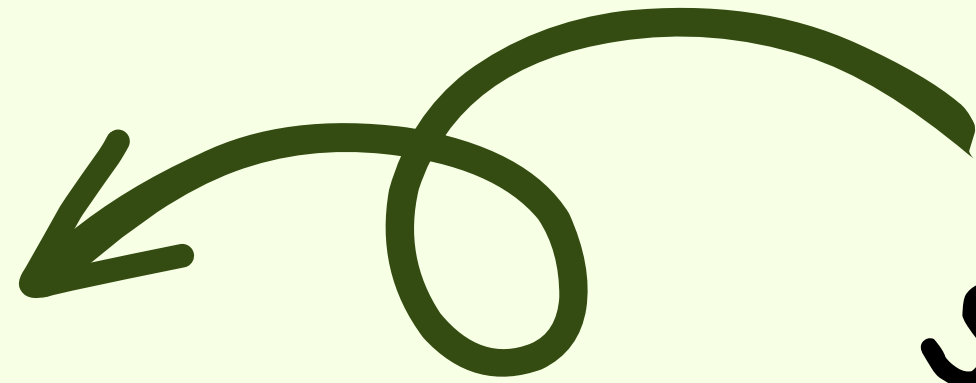
General Meeting #3



Member Sign-up



GroupMe



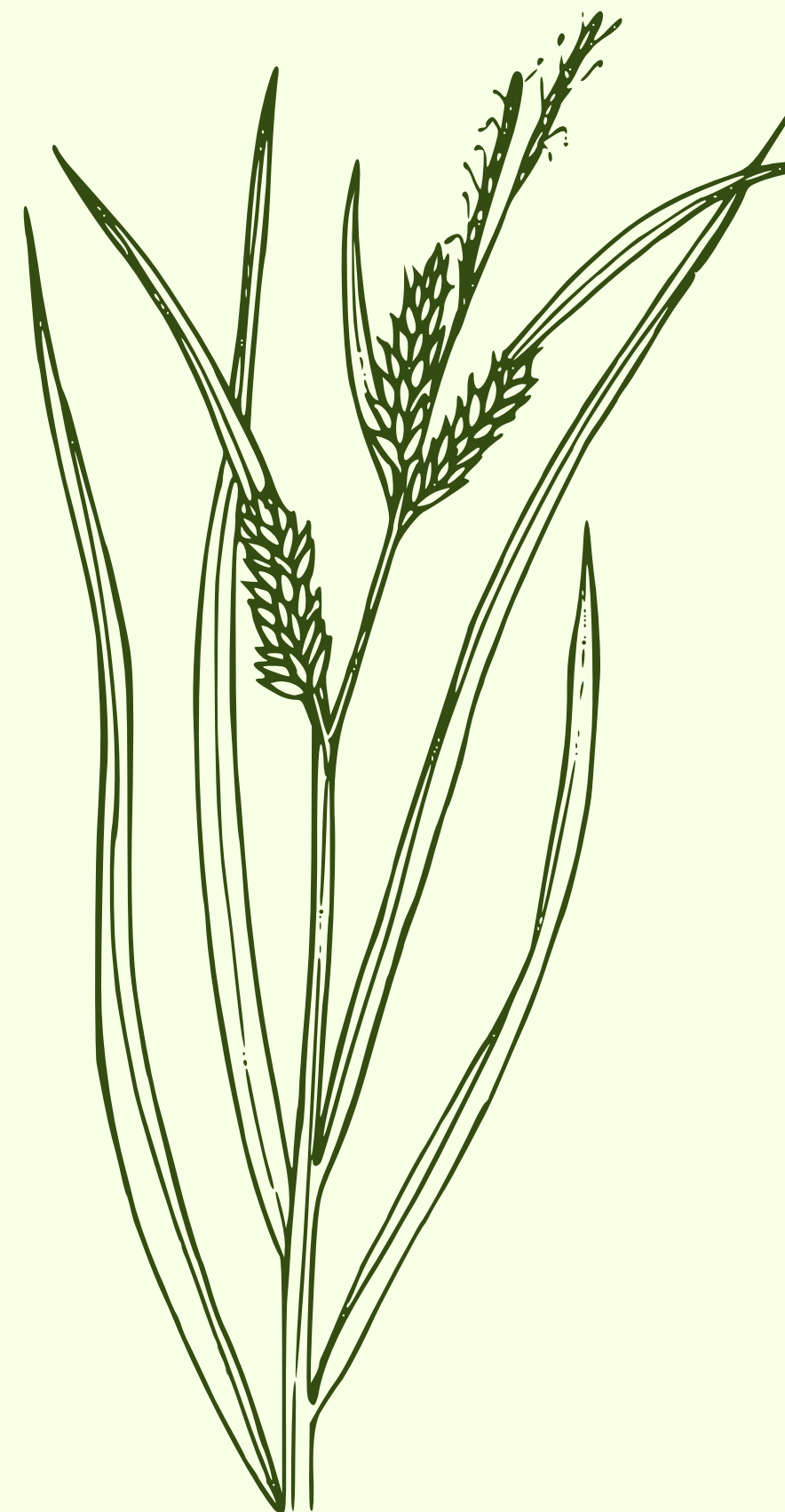
Newsletter
Sign Up!!





Ice Breaker Time!

Halloween Costume?





Lecture 2:

Race and Racism Within Academia



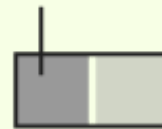
Objectives

- Understand racial barriers in academia and their origins
- Understand unintentionally harmful behaviors



Representation

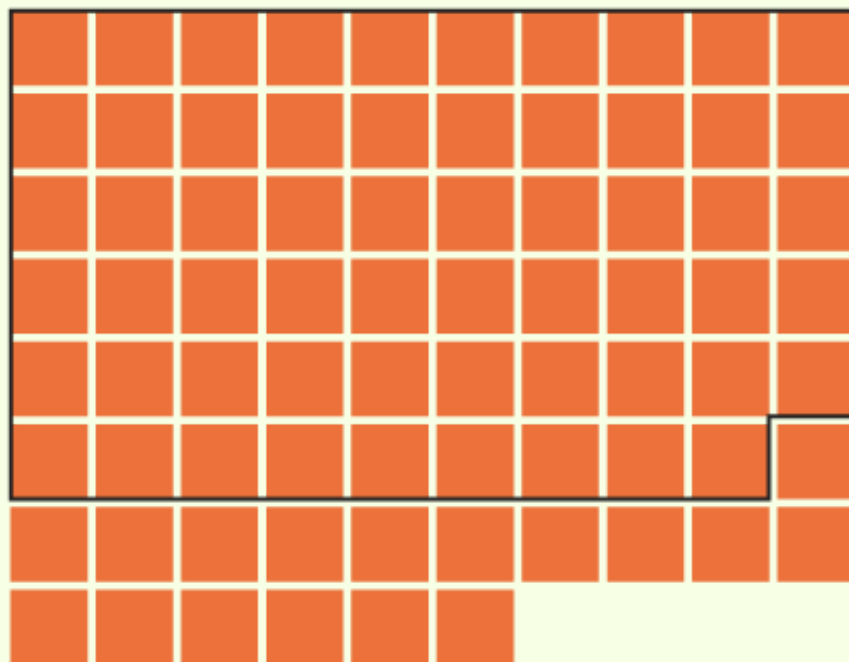
FACULTY



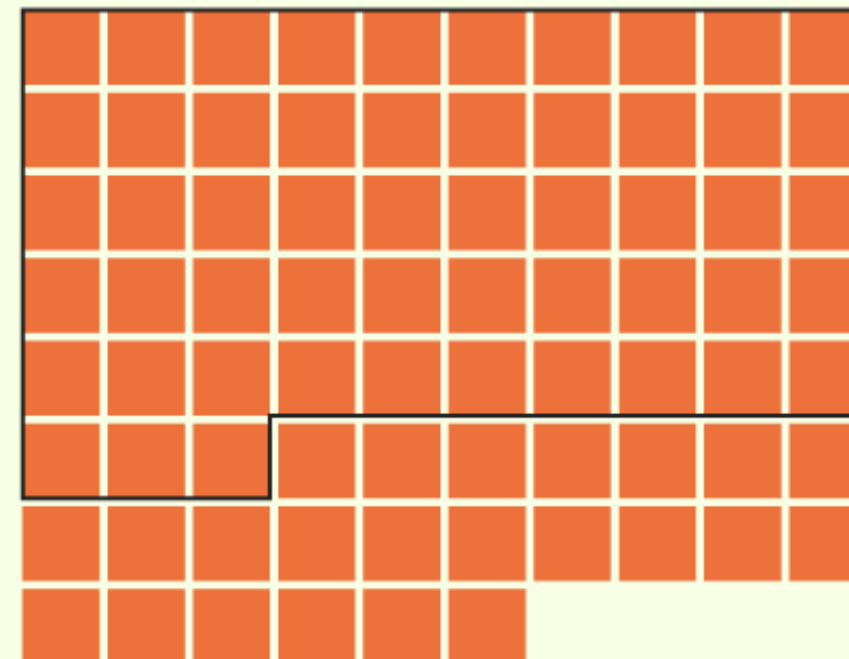
COMPARATIVE POPULATION

White, non-Hispanic faculty

● OVERREPRESENTED compared to U.S. population



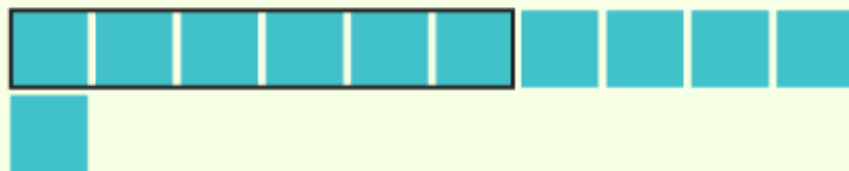
● OVERREPRESENTED compared to U.S. undergraduate population



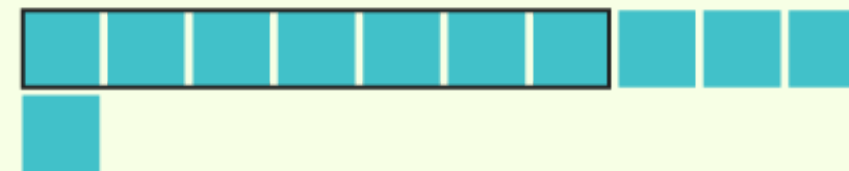
Representation

Asian faculty

● OVERREPRESENTED compared to U.S. population



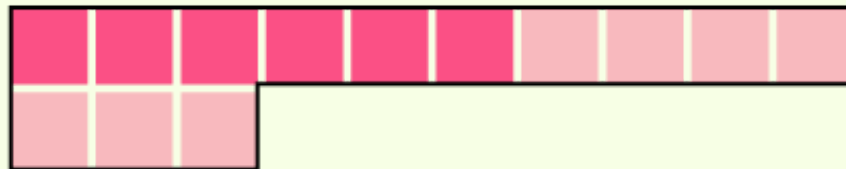
● OVERREPRESENTED compared to U.S. undergraduate population



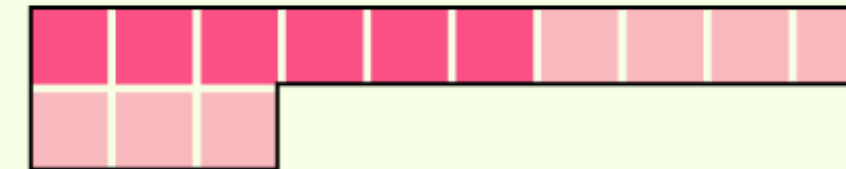
Representation

Black or African American faculty

● UNDERREPRESENTED compared to U.S. population



● UNDERREPRESENTED compared to U.S. undergraduate population

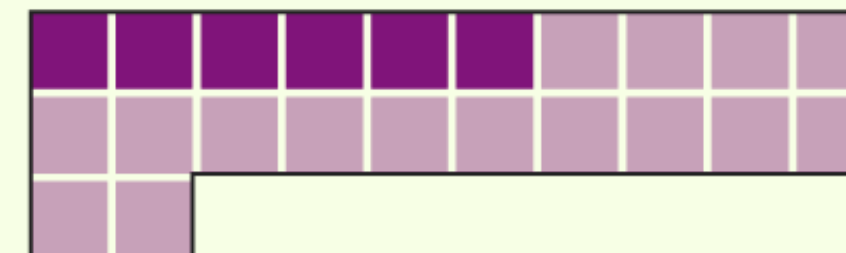


Hispanic or Latino faculty

● UNDERREPRESENTED compared to U.S. population



● UNDERREPRESENTED compared to U.S. undergraduate population



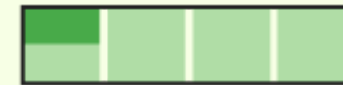
Representation

Multiracial faculty

● **UNDERREPRESENTED** compared to U.S. population



● **UNDERREPRESENTED** compared to U.S. undergraduate population



American Indian or Alaskan Native faculty

● **UNDERREPRESENTED** compared to U.S. population



● **UNDERREPRESENTED** compared to U.S. undergraduate population



Population estimates only include categories where the race was known.

Representation

RACE	TENURE-TRACK			TENURED		
	2013	2019	DIFF.	2013	2019	DIFF.
Asian	11.04%	11.87%	+0.83	8.64	10.97	+2.33
Hispanic or Latino	5.05	6.18	+1.13	5.08	5.73	+0.65
Unknown	3.52	4.53	+1.01	1.59	1.91	+0.32
Multiracial	0.80	1.34	+0.54	0.57	0.79	+0.22
Black or African American	6.24	6.51	+0.28	4.69	4.83	+0.14
Native Hawaiian or Pacific Islander	0.19	0.17	-0.02	0.15	0.16	+0.01
American Indian or Alaska Native	0.42	0.39	-0.03	0.39	0.35	-0.04
White	66.18	60.50	-5.67	77.78	73.88	-3.90

SOURCE: INTEGRATED POSTSECONDARY EDUCATION DATA SYSTEM

Racialization of Academia

- “Ethnic” sounding names
 - “Applicants with Black names were called back 10% fewer times”
- “Black principal investigators are funded at a much lower rate than their white colleagues”
- Harmful stereotypes and their origins
 - “Notable scientific figures such as Sir Francis Galton and William McDougall championed these ideas, developing theories asserting that racial minorities are driven by animal-like instincts that govern their subhuman behavior”

Racialization of Academia

- Racial ignorance
- Race-status association
- Status-based assumptions
- Tokenism
 - “Burdens scholars of color already subject to unique psychological and interpersonal challenges”
- Scholars of color note “undervaluation of their research interests, approaches, and theoretical frameworks”
- Collective denial

Video

- Ibram X. Kendi on antiracism in higher education

Resources

- <https://www.nature.com/articles/s41578-021-00361-5#:~:text=Practices%20such%20as%20creating%20homework,not%20overtly%20racist%20C%20but%20their>
- <https://www.nature.com/articles/d41586-020-02471-6>
- <https://www.nature.com/articles/d41586-019-01968-z>
- <https://journals.sagepub.com/doi/10.1177/2372732220984183>
- <https://fivethirtyeight.com/features/universities-say-they-want-more-diverse-faculties-so-why-is-academia-still-so-white/>
- <https://psycnet.apa.org/record/2020-13977-001>
- <https://www.wbur.org/hereandnow/2021/08/18/name-discrimination-jobs>

What's Next?

- Club Socials?
- Field trip ideas
 - Holly Street Power Plant
 - Tesla Gigafactory
 - Tank Farms

Thank You For Listening!

**Any feedback, input,
or questions?**

