

June 4, 2020

As members of the Physics DDIAP committee, we are dedicated to making our department and our field a more diverse, equitable, and inclusive place. Having this goal in mind, we express our outrage at the murders of George Floyd, Ahmaud Arbery, Breonna Taylor, and countless others, which have been compounded with a long history of violence against Black people in the United States of America. We express our deepest condolences. We stand in solidarity with our Black students, staff and faculty members, and the protestors and their aims.

There is a long and ugly history of systematic racism in America. We must radically change a culture that has promoted white supremacy and racism, marginalized Black communities, and led to the loss of Black lives. In these times, it is more important than ever to be actively anti-racist. It is not enough to stand by and be complicit. We encourage everyone to show support for the people in our community, especially those most affected by these events. As much as we would like to think that physics is free from societal influences, science does not exist in a vacuum. We must hold ourselves accountable and engage in activities that promote racial justice and equality for all. We can support and donate to organizations that fight for racial justice, and educate ourselves on ways that we can support the Black community and become anti-racist. Furthermore, when we observe racism, whether overt or microaggressive, it is imperative to have difficult conversations with family and friends, as well as to reflect on our own implicit biases and ways in which we perpetuate systemic racism.

There are a myriad of other ways to support the Black community during this time and moving forward. As members of the committee, we are committed to work actively for change in our department, in physics and in society as a whole. We have included some resources below and hope that these conversations will continue. We acknowledge that these issues may be new or unfamiliar and that we are entering at different points in the conversation, but we hope that as a community we can come together to support each other and become a part of the solution.

In Solidarity,

Idalina Alarcon, Physics Senior Communications Coordinator
Stephon Alexander, Professor of Physics
David Cutts, Professor of Physics
Leah Jenks, Physics Graduate Student
Jae Jong Oh, Physics Graduate Student
Nicole Ozdowski, Physics Graduate Student
Farrah Simpson, Physics Graduate Student
James Valles, Jr., Professor of Physics
Katie Vasquez, Physics Alum '20
Wendy Zhu, Physics Undergraduate Affairs Administrative Coordinator

Anti-Racism Reading List:

- How to be Antiracist by Ibram X. Kendi
- White Fragility by Robin Diangelo
- Killing the Black Body by Dorothy Roberts
- The New Jim Crow by Michelle Alexander
- Citizen by Claudia Rankine
- The Fire Next Time by James Baldwin
- Are Prisons Obsolete? By Angela Davis
- Is Prison Necessary by NYTimes and Ruth Wilson Gilmore
- The First Civil Right by Naomi Murakawa
- Just Mercy by Bryan Stevenson
- The Color of Law by Richard Rochstein
- Critical Race Theory: An Introduction by Stefancic & Delgado
- Women, Race & Class by Angela Davis
- Ain't I a Woman by Bell Hooks
- White Supremacy and Me by Layla F Saad
- We Were Eight Years in Power by Ta-Nehisi Coates

Other Media:

- <https://blacklivesmatter.com/>
- <https://www.naacpldf.org/>
- Daily Show with Trevor Noah
- Thirteenth by Ava Duvernay
- I Am Not Your Negro
- Dear White People
- The 1619 Project (New York Times)
- When They See Us by Ava Duvernay
- <https://nsbp.org/>
- <https://www.uslua.org/wp-content/uploads/2020/06/USLHCManagementStatementOnProtests-1.pdf>

Mental Health Support Resources:

- <https://www.brown.edu/academics/physics/health-wellness-resources>