

Action items for non-Black people

(Adapted from Astrobites.org)

1. **Listen to Black people and amplify their voices.** Work to understand what Black people are telling you without getting defensive. As researchers, we have lots of practice reflecting on and learning from our mistakes. We can do the same here.
2. **Support Black colleagues, friends, and students.** This is a time of immense grief and trauma for Black folks. Offer your support---but avoid sharing your feelings of guilt, or asking questions like “what can I do?” Both of these place the burden on Black people to reassure or educate others.
3. **Start conversations with non-Black people about what’s happening.** Bringing up these issues is labor-intensive and can be traumatic for Black people. Non-Black people can and should start conversations about racism and anti-Blackness. Bring it up at your department pizza lunches, or at your next group meeting. Silence plays into the myth that our workplaces and identities can be separated.
4. **Advocate and don’t gatekeep.** We can directly advocate for Black scientists, both by supporting institutional efforts to improve equity and by stepping up for individual Black colleagues. We must also acknowledge gatekeeping behaviors that make our fields more exclusionary, such as those that continue to occur in [introductory STEM courses](#) and [graduate admissions](#).
5. **Educate ourselves.** Black people should not have to do the additional work of educating everyone else about racism. Consider reading an article about racism or anti-Blackness for your next journal club. [Here is one list](#) of places to start.
6. **Donate.** Many of us are in the privileged position of still receiving paychecks during this pandemic. Donate to Black justice organizations and to organizations that promote Black folks in STEM. Here are some suggestions:
 - a. Comprehensive list for donations: <https://blacklivesmatters.carrd.co/#donate>
 - b. Action fund for LA (supports bail, fees and medical costs associated with protests): <https://linktr.ee/ActionBailFundLA>
 - c. Black Girls Code: <https://www.blackgirlscode.com/>
 - d. Mathematically Gifted and Black: <https://mathematicallygiftedandblack.com/>, link with donation info [here](#)
7. **Support your local black-owned businesses**, such as coffee shops, book stores, cafés, restaurants, boutiques

Useful Links:

to relevant organization statements:

<https://fromtheprow.agu.org/agu-demands-diversity-equity-and-inclusion/>

<https://www.aas.org/news/aas-ceo-statement-shutdownstem-and-black-lives-matter>

to actions:

<https://www.particlesforjustice.org>

<https://www.shutdownstem.com/>

<https://notimeforsilence.org/>

<https://www.facebook.com/photo?fbid=3453263098031100&set=a.582321811791924>

to more resources:

<https://www.particlesforjustice.org/resources>

<https://www.shutdownstem.com/resources>

<https://astrobites.org/2020/06/03/how-can-we-support-black-astronomers/>

<https://www.chronicle.com/article/How-Higher-Ed-Can-Fight/248897>

<https://www.npr.org/2020/05/29/865261916/a-decade-of-watching-black-people-die>

<https://8cantwait.org/>