

# ICARE



August 12, 2020

## **Impact of Diversity, Inclusivity, and Race Relations on ACUPs and Personnel Reference Sheet**

### **Homework before starting the session:**

It will be very beneficial to the discussion if you could complete a few of surveys in the link below:

<http://implicit.harvard.edu/implicit/takeatest>

Other articles to review:

<https://www.sciencemag.org/careers/2020/07/racism-science-real-universities-must-champion-change>

<https://science.sciencemag.org/content/369/6502/351.full>

### **Systemic Racism vs Individual Racism**

<https://www.businessinsider.com/microaggression-unconscious-bias-at-work-2018-6>

White Fragility:

<https://www.youtube.com/watch?v=45ey4jgoxeU>

Understand the History of Systemic Racism in the United States

“White Rage: The Upspoken Truth about the Nation’s Divide”

<https://youtu.be/YBYUET24K1c>

A Profession in Crisis: Discrimination in Veterinary Medicine

[https://www.youtube.com/watch?v=j7PI4YX\\_QNc&fbclid=IwAR24BOPfSxcB7Dy0eYqHoYb44Pabwi2op3wU22P-a8fVmgVkuXHd-IOrhdU](https://www.youtube.com/watch?v=j7PI4YX_QNc&fbclid=IwAR24BOPfSxcB7Dy0eYqHoYb44Pabwi2op3wU22P-a8fVmgVkuXHd-IOrhdU)

## **Bias - Self-Awareness and its Impact**

[https://www.ted.com/talks/kimberle\\_crenshaw\\_the\\_urgency\\_of\\_intersectionality?language=en](https://www.ted.com/talks/kimberle_crenshaw_the_urgency_of_intersectionality?language=en)

Mental Checklist

System of Inequity

## **Race Relations and Cultural Communities**

Impact of Racism on Communities of Color

<https://www.refinery29.com/en-us/2020/05/9841376/black-trauma-george-floyd-dear-white-people>

<https://www.bloomberg.com/news/articles/2020-08-03/black-workers-far-more-likely-than-whites-to-see-racism-at-work>

Building an Anti-Racist Organization

<https://www-forbes-com.cdn.ampproject.org/c/s/www.forbes.com/sites/yolarobert1/2020/06/11/4-ways-to-actually-create-diversity-and-inclusion-in-the-workplace/amp/>

Leadership and Racism

<https://www.fuqua.duke.edu/duke-fuqua-insights/ashleigh-rosette-five-things-leaders-must-consider-effectively-address-racial>

ACLAM Statement on Racism (*recently published*)

<https://www.aclam.org/news/2020/08/04/ACLAM-Statement-on-Racism-and-Inclusion>

<https://www.youtube.com/watch?v=c9JR-fAR-tE>