**JCLS DE&I committee session #1 (2/4/21)**

*Speaker: Dr Don Trahan*

**Introduction**

*(Sessions will be recorded for documentation purposes and will not be released to the public at any time)*

The events on Capitol Hill:

How divided are we as a nation?

Although we often mention it, what does racial equity encompass and what are our roles in implementing change?

**What is equity?**

Fairness

Access to opportunity

An even playing field

**What is racial equity**

Equality of opportunity

Providing tools and access based on those who need them

-*How do we figure out what someone needs?* (**listen to understand instead of hearing to respond**)

The story of Emmitt Till: from Jim Crow to the events on Capitol Hill

Black, Indigenous and people of color (BIPOC) remain underprivileged in regard to opportunity and inclusion

What will it take to remove the barriers preventing access to equal opportunity?

**Current barriers:**

Credit (redlining)

Access to financial advice and resources

**Education**

**Accountability**

Different personal experiences

Bold prediction: the impact of COVID19 on the next generation will be fully understood in the next 5 years (economically, demographically, etc)

**Education**

Teachers connecting with their students as individuals first and students second.

Science with a capitol “S”: people are far more than just the experiments that they perform.

<https://antiracisminstem.wordpress.com>

There is a lack of diversity and inclusion in STEM

How do you interact with those who are culturally different than you in your working environment (lab, class, etc)?

**Accountability**

*Some students and faculty feel that they don’t have a voice or the ability to demand accountability and equity*

How do the students get their voices heard?

* Reaching out the higher ups within your institution (president, deans)
* Instructors modeling healthy behaviors and establishing positive boundaries with their students (BIPOC and beyond) where they feel safe and able to have productive, open dialogue