Black Lives Matter
• Educate Yourself
  – So You Want to Talk About Race by Ijeoma Oluo
  – White Fragility by Robin DiAngelo
  – How to Be an Antiracist by Ibram X. Kendi

• Acknowledge Your Privilege

• Act
  – Donate: Black Lives Matter, Black Visions Collective, Reclaim the Block, Official George Floyd Memorial Fund, NAACP Legal Defense Fund, American Civil Liberties Union, National (or Local) Bail Fund Networks, National Police Accountability Project, Know Your Rights Camp
  – Support Black creators and business owners
  – Show solidarity on social media
  – Sign a petition
  – Show up to a protest
  – VOTE!
What Is Our Diversity, Equity, and Inclusion Mission at UW Chemistry? [https://sites.uw.edu/inclusivechem](https://sites.uw.edu/inclusivechem)

At the University of Washington, we believe that diversity and inclusivity are integral to excellence. Our mission is to create new chemical knowledge and prepare the next generation of scientists in a safe and inclusive environment. To fulfill our mission we aim to develop strategies to:

- **Increase access.**
- **Create an equity-minded learning environment.**
- **Ensure equal opportunity.**

**Let’s Brainstorm Ideas for our Department**

- **Change Admissions and Hiring Practices**
  - *Active* recruiting
  - Eliminate biased metrics like GRE scores
- **Training**
- **Make Mental Health a Priority**
- **Evaluate Infrastructure**
- **If You Have a Platform, Make Race Part of the Conversation**
- **Support and Collaborate with On-Campus Diversity Organizations**
  - Office of Minority Affairs & Diversity
  - GO-MAP
- **Create a Culture of Feedback**
- **Empower and Reward those that Prioritize Diversity**