



How Research Development Professionals Can Be Change Agents for Promoting Anti-Racism with the Academy

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Topics to be Addressed

Brief definition of key terms and concepts related to anti-racism

- **Practical suggestions on how Research Development Professionals as individuals to help dismantle racism at your institution**
- **Practical suggestions on how NORDP can work to dismantle racism in the broader field**
- **Take Home Message**



Racial Reckoning





Definition of Racism

Definition of Racism

- 1. A belief that race is the primary determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race***
- 2. a) a doctrine or political program based on the assumption of racism and designed to execute its principles, b) a political or social system founded on racism***
- 3. Racial prejudice or discrimination***

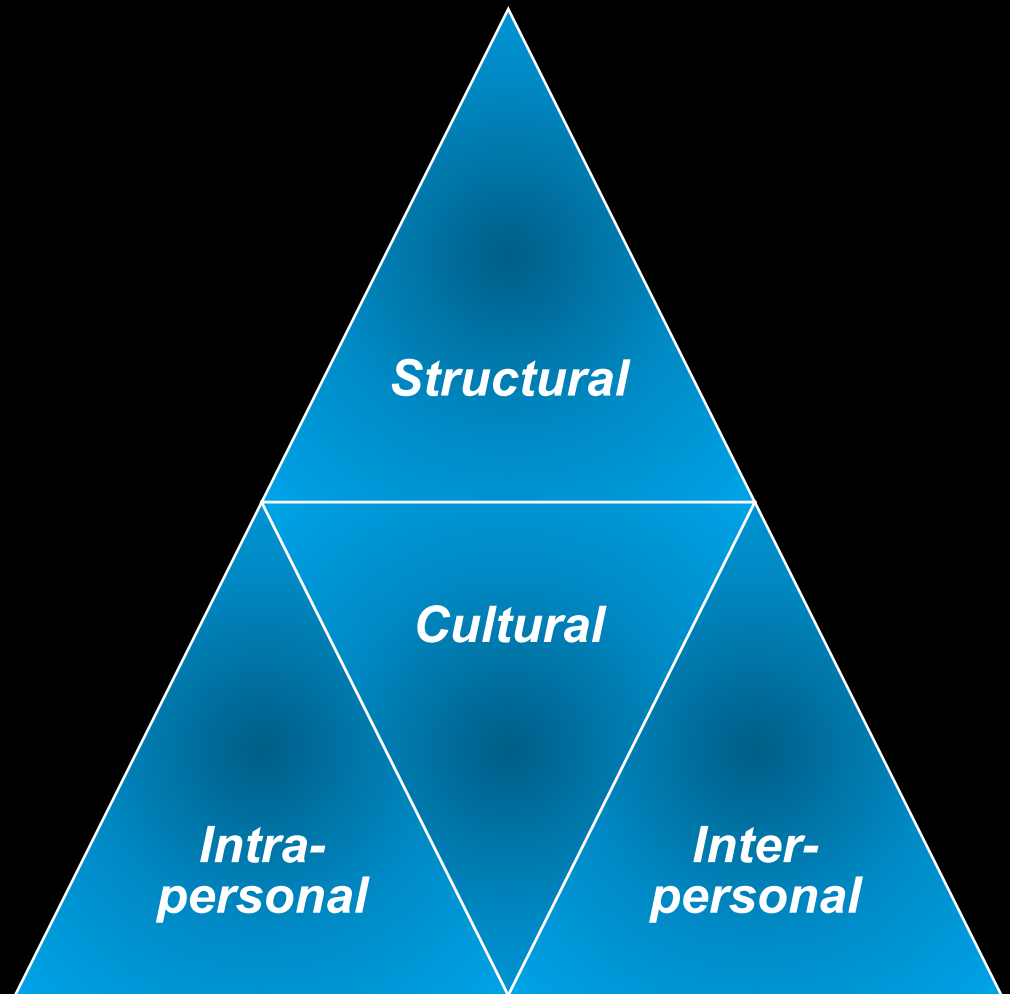
- Merriam-Webster's definition prior to 2021

Definition of Racism

1. *A belief that race is a fundamental determinant of human traits and capacities and that racial differences produce an inherent superiority of a particular race; also behavior or attitudes that reflect and foster this belief*
2. *a) the systemic oppression of a racial group to the social, economic and political advantage of another, b) a political or social system founded on racism and designed to execute its principles*

- Merriam-Webster's definition in 2021

Forms of Racism



What Does it Mean To Be Anti-Racist?

**Being
Anti-
Racist**

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**Not Being
Racist**

10 Keys to Everyday Anti- Racism

From the AntiRacist Table

1. Education

- *Learn about unconscious and automatic ways racism exists in the world*

2. Intention

- *It requires a conscious decision*

3. Courage

- *It is hard emotional work*

4. Individuality

- *Seeing others as individuals in important first step*

10 Keys to Everyday Anti- Racism

5. Humanity

- *Seeing others as human is the most important step*

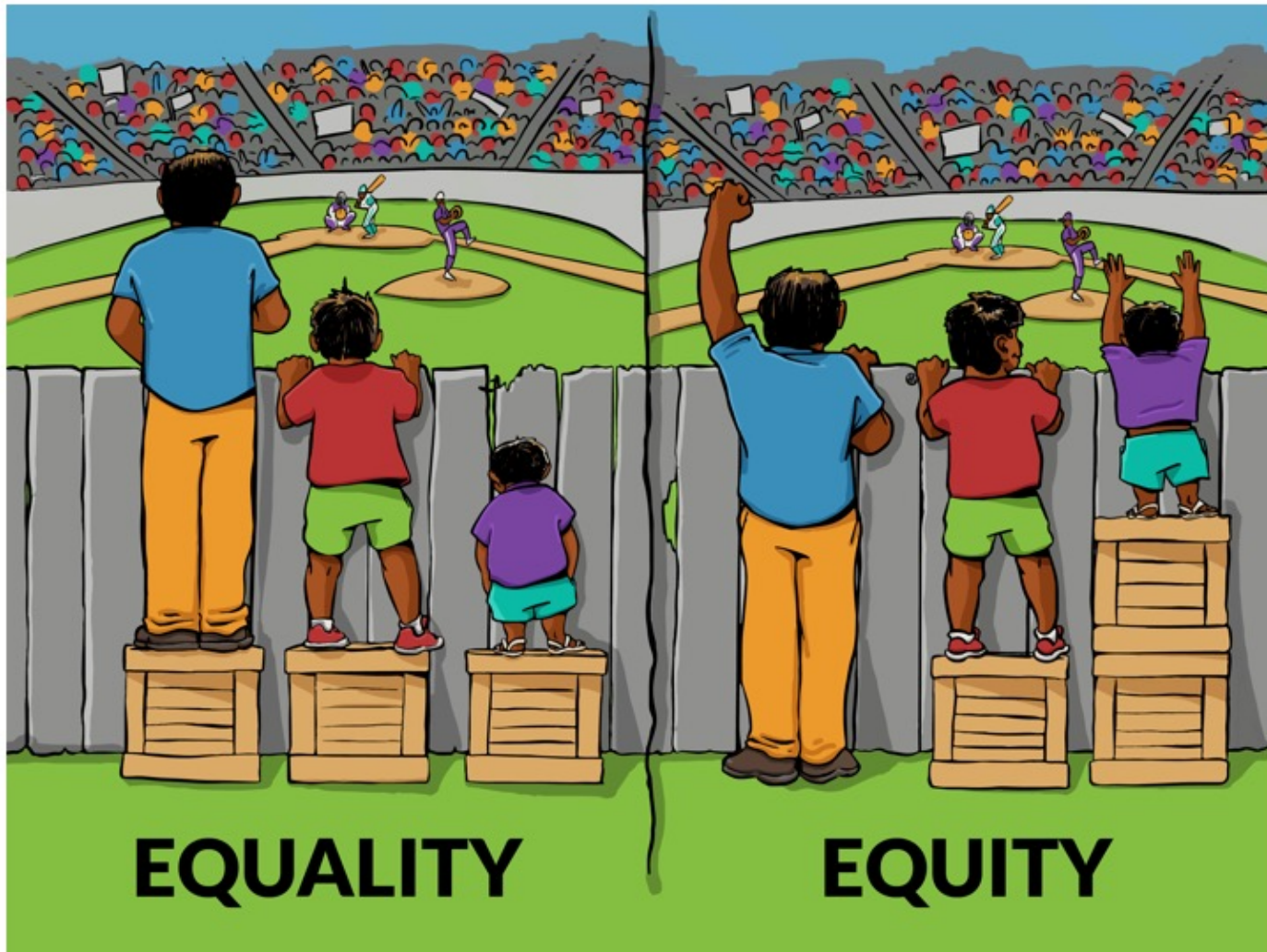
6. Anti-Racist Work

- *It requires actual work (action)*

7. Equity to Equality

- *It requires corrective action*

From the AntiRacist Table



10 Keys to Everyday Anti- Racism

8. *Empathy (Not Sympathy)*

- *To walk in another persons shoes*

9. *Allyship*

- *To take on the struggles of others AS IF they were your own*

10. *Love*

- *Gratitude, joy, and an open heart are all part of love*

From the AntiRacist Table



***What Can You Do to
Become An Anti-
Racist Change Agent
in Your Job?***

Analyze the Situation

Our Own Bias

*What
unchallenged
assumptions
do you hold?*

Systemic Bias in Your Space

*How do
things work
and why?*

Our Actions

*What do you
currently do
to continue
the system?*



Practical Things That You Can Do?

- **Disrupt problematic processes and interactions that occur by raising awareness.**
- **Make sure that everyone is included in the mainstream of the organization.**
- **Actively work to broaden participation in research.**
 - *Employment opportunities*
 - *Supporting more diverse faculty*



Thank You!

Questions?



***What Can NORDP
Do to Become An
Anti-Racist
Change Agent in
the Field?***

Six Things to Remember as an Anti- Racist Change Agent

- 1. Change is hard.**
- 2. Change takes time.**
- 3. It takes a village.**
- 4. Nothing is unanimous.**
- 5. If not you, then who.**
- 6. Being liked is not in the job description.**