



DAY OF DIALOGUE PROGRAM LISTING

Below is a list of programs being offered during the concurrent sessions for the Day of Dialogue. They are organized by time and then alphabetical order according to title. Under the names of presenters are the track for the program: **Awareness & Knowledge or Skill Building & Action**. These tracks have been created to aid participants in identifying the program that would best fit their desired outcome. “Awareness & Knowledge” are programs that will offer more content to increase a participants knowledge base around race and anti-racism. Participants of “Skill Building & Action” programs will leave the program with a new skill and/or action item for moving themselves forward in this work.

CONCURRENT SESSION #1 (10:30AM – 12:00PM)

A Bill of Goods: Unlearning Myths about US History

Elizabeth Wood & Craig Wilder

Awareness & Knowledge

We all grow up with myths about our society. In the US those myths have been particularly out of sync with the lived experiences of millions of people in North America. In fact, professional historians and ordinary people alike have come to realize that they have been sold a bill of goods, a false representation. In this workshop, Craig Wilder and Elizabeth Wood, two professors in the History Section, will hold a dialogue about the myths they grew up with in New York City in the 1970s. Participants will then have an opportunity to think about their own schooling and myths. Did Columbus really discover America? Why don't we acknowledge the Native American influences on our society (place names, street names, words, practices)? Why were we told that slavery was “only in the South”? Why was New York dressed up as the model city of integration and harmony? What are your myths? How have you been unlearning them?

Committing to Antiracism

Lauren Wojtkun & Edward Alexander

Awareness & Knowledge

Geared towards those who may be new to racial justice work, this session will provide a starting point for those ready to commit to antiracism and to affect real change within their own circles of influence. We'll cover various definitions of racism and antiracism, educate attendees on examples of systemic racism, talk about white privilege, and discuss concrete steps that each of us can take in our learning and action, especially in relation to our communities at MIT.

DEI@MIT: A Strategic Action Plan

John Dozier & Tim Jamison

Skill Building & Action

This session will be a discussion of the strategic action planning process for diversity, equity, and inclusion (DEI) at MIT. Participants will learn how the ICEO and Associate Provost for Faculty Development and Diversity plan to identify strategic priorities, goals, and resources to coordinate Institute-wide DEI efforts. Attendees will be able to offer input on the process and walk away with a better understanding of how they can take part.

Exploring Anti-Blackness in the Asian American Community

Gurleen Kaur Singh & Divanna Eckels

Awareness & Knowledge

Are you Asian or Asian American? Join this session where we will explore anti-blackness as it shows up in our communities, families, and friend circles. After unpacking the anti-blackness which we inherited, we will explore the history of Asian-Black Solidarity in the United States, and the values that compel us to allyship for the Black community. This session will be a combination of history, self-reflection, and discussion. Don't understand what some, or any of this means? Don't worry--we'll do some defining and context setting to make sure we are all on the same page.

How to Advocate Against Interpersonal & Structural Racism in Your Research Group

Becca Carlson, Halston Lim, Rachel Szabo, & Bianca Lepe

Skill Building & Action

The recent murders of George Floyd, Breonna Taylor, and Ahmaud Arbery have raised awareness of the lack of anti-Black racism action and allyship with groups underrepresented in academia within the MIT community. While many departments and the Institute as a whole have begun to host discussions on these topics, we believe that change must occur in every single research group at MIT in order to be lasting and meaningful. The MIT Graduate Student Council's Diversity, Equity, & Inclusion committee created a [guide](#) to help fellow graduate students engage their research groups in discussions about anti-racism and effective allyship in academia. Join this session hosted by GSC DEI to learn how to apply your education about anti-racism to taking concrete steps in your research community.

Power, Privilege, Positionality and Systems Change

Danny Becker, Bianca deLeigh, Sarah Bouchard, & Rebecca R. Obounou

Awareness & Knowledge

Join the PKG Center as we dive deeper into ethical community engagement by looking at the concepts of power, privilege and positionality. We will look at the concept of identity, and how one's identity impacts their power and privilege; look at how these identities interact with one another; and look at a case study of how power and privilege interact with one another. We will take specific care in this workshop to look at the systemic nature of power and privilege, considering how our experiences are just the surface of oppression.

Socialization & Racial Identity Development

La-Tarri Canty & Jason McKnight

Awareness & Knowledge

Join us for an interactive workshop as we unpack and explore the social construct of race, and its impact on our lived experience.

Taking action in your DLC

Sophia Hasenfus

Skill Building & Action

This workshop is designed to think of ways that you can advocate for racial justice and equity in your DLC, no matter your position or job description. This program is for people who are interested in putting their knowledge into action

CONCURRENT SESSION #2 (2:30PM – 4:00PM)

Claiming Our Space and Time

Austin Ashe & Jeff Saint Dic

Awareness & Knowledge

A discussion about the construction and sustaining of two cultural/racial affinity groups centered on the lived experiences of People of Color at MIT. At the Institute, full-time faculty whom identify as People of Color average to approximately 18% of the professoriate. When accounting for all faculty born outside of the United States that number increases to about 25% (MIT Diversity Dashboard, 2020). These percentages trend lower than national averages (NCES, 2019). Underrepresentation of People of Color can also be found at all levels of staff and administrative positions at MIT. Nationally, senior-level administrators are overwhelmingly White, at almost 86 percent (Inside Higher Ed, 2017). These data points and recent research and discourse about racism in highlight the importance of creating and curating spaces for dialogue, validation, and restoration for People of Color.

Climate, Sustainability, & Justice at MIT

Susy Jones & Justin Steil

Awareness & Knowledge

Environmentalism and sustainability are often associated with melting ice caps, solar panels, and recycling bins. While these are all very important topics, they often exclude important human dimensions of sustainability related to racism and inequality. This session will open up a dialogue to discuss the connection between **environmental racism and justice** and our work advancing a **sustainable campus**. Climate change has a disproportionate impact on communities of color and other vulnerable populations in the Boston area, the United States, and around the world. And to do the work of sustainability -- to address the underlying causes of these inequities -- we must foster an inclusive process. In this session, we will learn about and discuss:

- Fundamental issues at the intersection of climate, sustainability, and justice with Justin Steil, Associate Professor in the Department of Urban Studies and Planning
- Building an inclusive community around climate and sustainability at MIT
- Critical areas of action and conversation for the campus

Faculty to Faculty: How Can We Practice Anti-Racism?

Ed Bertschinger & Ceasar McDowell

Skill Building & Action

Many faculty stepped up to organize events for the July 10 #ShutDownSTEM protest against racism in academia. Remarkably, two-thirds of Americans, including 60% of white people, support the Black Lives Matter movement ([Pew Research Center](#), June 12). The potential implications are huge: Are we becoming anti-racist? Are we interested in becoming anti-racist? This interactive workshop will engage faculty in discussions about the state of race relations in our lives, our labs and departments, and our professions. At the end of this workshop, participants will have several actionable steps they can take and will have formed connections with other faculty can, together, help maintain forward movement. Resource: [Ten Simple Rules for Building an Anti-Racist Research Lab](#) and [preprint](#).

Healthcare, Technology, and Social Justice Converge - Applied Equity Research and Why It Matters to All of Us

Charles Senteio

Awareness & Knowledge

This presentation and discussion will be situated in the challenges to, and opportunities for, designing health information technology (HIT) to support translational health equity research. The focus will be a discussion for the potential to use HIT to help address barriers to equity (e.g., prostate cancer treatment decision aids) and support care delivery (e.g., providing diagnostic information to patients to promote engagement) for patient populations who experience persistent inequity in health outcomes. The concepts will be used to engage participants in a discussion about our responsibility as researchers to understand the bias we bring into our work.

Implicit Bias

Kat Howell

Awareness & Knowledge

The ways in which we interact with others can often be influenced, unconsciously, by our implicit bias. Our brains have stored years of past experiences which it cannot set aside when making rapid decisions. This workshop will provide an introduction to the concept of implicit bias, challenge attendees personally, provide additional resources for future research, and provide discussion opportunities to apply the concepts to both personal and professional life.

Increasing MIT's Spend with Minority and Black-led Businesses at MIT

Emma Homstad & Christina Lo

Awareness & Knowledge

In his letter to the MIT community on addressing systemic racism at MIT, President Reif committed the Institute to increasing spend with minority and Black-led businesses. This commitment will be led by the Vice President for Finance Office, with facilitation from the Small and Diverse Business Program Coordinator. Our primary objective during the Day of Dialogue will be to convene stakeholders around this charge. Doing so will allow us to leverage community expertise as we begin to draft spend goals, identify resources needed by purchasers, and create channels of accountability, transparency, and communication through this process

Standing Up Instead of Standing By: Being an Active Bystander

Libby Mahaffy

Skill Building & Action

The goal of this workshop is to lower the barriers to appropriate bystander action through awareness, knowledge, preparation and practice. Often you, as a bystander, will face some difficult choices. There are usually more options than you may think...and no single 'right' response. We hope that this workshop will help you assess bystander situations you find yourself in and evaluate your options for responding.

By the end of the workshop, you will have had opportunities to:

- Assess when and how to intervene
- Distinguish being a bystander from other roles
- Review intervention strategies during and after an event
- Practice intervention strategies

Supporting Black, Indigenous, and Students of Color

Lauryn McNair (she/they)

Awareness & Knowledge (e.g. explores power and privilege, understanding bias, etc.)

Society's understanding of LGBTQ+ narratives are oftentimes interpreted through a single lens: sexual orientation. As a result, the history, culture and trends of all LGBTQ+ people is not a right one, but a white one. In order to create sustainable change for LGBTQ+ justice, it is important to look at the intersections between gender and race and the specific needs of LGBTQ+ BIPOC. This workshop focuses on youth and young adults.

CONCURRENT SESSION #3 (4:00PM – 5:30PM)

Asian in America: Reflections on past and present

Elizabeth Qian & Benjamin Zhang

Awareness & Knowledge

America's racial history is often discussed from Black and white perspectives, leaving Asians in the US to wonder what role we have to play in the conversation. This session offers an opportunity to reflect on anti-Blackness and white supremacy in the US through an Asian-American and Asian immigrant lens. We will present a very brief overview of the intertwined histories of Black and Asian discrimination, activism, and progress in the US. In particular, we will seek to highlight shared advances in racial justice as well as differences between Black and Asian experiences. Then, in guided discussions, participants will reflect on the role Asians have played in America's civil rights history, identify rights and privileges they enjoy today due to that history, and explore their connections to pressing racial issues of today. The program organizers speak primarily from an East Asian perspective but welcome all interested individuals to participate.

Beyond the KKK: Understanding White Supremacy as a System of Power

Crystal Fleming

Awareness & Knowledge

Dr. Crystal Marie Fleming is an internationally recognized expert on racism and anti-racism who empowers audiences to confront and challenge white supremacy. She is Professor of Sociology and Africana Studies at SUNY Stony Brook. Dr. Fleming's is perhaps most widely known for her critically acclaimed book, *How to Be Less Stupid About Race: On Racism, White Supremacy, & the Racial Divide*. This will be a facilitated discussion by Dr. Fleming.

From MIT to Mvskoke: Topics in Modern Native America

Aaron Slater

Awareness & Knowledge

Join us for a learning session dedicated to topics in Modern Native America. We will use current events to help MIT community members learn about Indigenous communities and movements in the US. Additionally, we will provide key updates on current efforts within the Indigenous MIT community and avenues for others to participate! Come prepared to learn, discuss, and collaborate!

Hiding in Plain Sight: Confronting Implicit Bias and Microaggressions

Noelle Wakefield & Beatriz Cantada

Awareness & Knowledge

Are you curious to learn more about implicit bias? How MIT or your department can benefit from a heightened awareness of the ways implicit bias affects our relationships, decision-making, or its greater impact in academic spaces? This 90-minute interactive workshop will help participants have an understanding of the implicit biases we all carry and some strategies to manage them.

Radical love for radical change

Vienna Rothberg & Matheiu Medina

Skill Building & Action

Folks often say cultural change is a marathon rather than a sprint- but what does that mean? What does the marathon require of us? In this moment of cultural shift, you may be feeling tired, frustrated, or overwhelmed. Or you might feel newly awake, urgent and energized.

Join us for a practical skill builder designed to help you build your foundational strength and stamina for being a part of the massive change we all need. We will work on building a practical menu for self care as well as a (potentially) aspiration menu of goals aimed at self-celebration

Trust is Earned and Not Given: Building Trusting and Authentic Relationships within Your Teams

Leah Flynn Gallant

Skill Building & Action

You wouldn't ask someone you hardly know that just lost their child, "What can I do to support you during this time?" They most likely would not know how to answer you nor what your intent was in asking the question. However, if you had developed a trusting relationship with that person, they would most likely thank you, respond and trust you with their answer. During times of social unrest, we want to be able to have the hard conversations, to "fix" the issue right away for one another. However, we know that can't be solved without first developing trusting and authentic relationships. We need to understand and be an active listener to one another so as to actively provide support for our peers and colleagues. This interactive workshop will explore tactics and ways in which we can develop trusting relationships within and outside our teams, department and colleague circles to further increase the support and well-being of our communities.

What is Systemic Racism and How to Address It

Sally Haslanger & Adam Hosein

Awareness & Knowledge

According to one understanding of racism, the main problem lies in the implicit or explicit attitudes of individuals. According to another understanding, racism is a feature of systems or structures that even anti-racists can, unwittingly, sustain. But what does it mean to say that a structure or system is racist? We will consider this question and also ask how we can identify and undermine systemic racism.