



To the postdocs of MIT,

The Postdoctoral Association would like to take a moment to recognize the grief and frustration of many members of our community. Against the backdrop of a global pandemic that has disproportionately affected structurally oppressed communities--particularly, Black lives--the tragic killings of George Floyd, Breonna Taylor, Ahmaud Arbury, and Nina Pop, have brought into stark relief the pervasiveness of anti-Black racism in this country. To our Black colleagues, know that we stand with you and acknowledge the pain and extra trauma you carry, especially during this time. Please [let us know](#) if we can help and/or be of support.

Together, all members of our community should work to reaffirm our support for one another at this unique time in our lives. We must go further, however, recognizing the part each and every one of us plays in maintaining the structures that allow racism to continue. Many postdocs at MIT were raised outside of the U.S., but this does not exempt any of us from continually reflecting on the roles we play—from the ways in which we are complicit in acts of anti-Blackness in this country to how we can help participate in sustainable equity for all. Quoting Professor Angela Davis, “In a racist society, it is not enough to be non-racist, we must be [anti-racist](#).” We must commit to actively fight racism in ourselves, at MIT, and in society more broadly.

If you want to help, believe Black, Brown, and other marginalized people when they share their stories of violence and harm at the hands of the state and other powerful institutions. Ask how you can help or be of support. Do your own research. Partner with other groups who are not affected by police violence and anti-Blackness, read together, ask how you can be of support. Don't assume you have the answers. Recognize or learn about the legacy of slavery, forced migration, militaristic power, and capitalism in the founding of the U.S. and many of its institutions ([including MIT](#)). And seek to understand the role of such legacies in the lives of Black, Indigenous, migrant and immigrant communities today. Postdocs are current and future leaders and mentors, so we should always seek to set a strong example. Work every day to improve your understanding and actions because in the end, all of us will benefit.

In the coming days and months, the PDA will be looking to understand how we can contribute more directly through trainings, community building, and advocacy. We invite you to share any specific suggestions with the Human Affairs co-chairs (pda-humanaffairs@mit.edu). In the meantime, MIT has many resources for those of you interested in learning more or who need support. Some of these are listed below. There are numerous groups and resources outside of

MIT to learn from and consider supporting. One compilation of links can be found [here](#) (not compiled by the PDA), but we encourage you to seek out others as well.

[Institute Community and Equity Office](#)

[Institute Discrimination and Harassment Response Office](#)

[MyLife Counseling Sessions](#)

[MindHandHeart](#)

[Black History at MIT](#)

[MIT Black Student Union](#)

[Student Resources at MIT](#) (some of which are accessible to postdocs)

[Postdoc Resources at MIT](#)

[The PDA Diversity Committee](#)

Sincerely,
The Postdoctoral Association at MIT