Welcome to our Town hall on Combating anti-Blackness at UNM!

May 12, 2020

Please enjoy Nina Simone’s *Young Gifted and Black*.

We will begin the town hall soon.
UNM Town Hall Speakers

- Dr. Garnett Stokes, UNM President
- Dr. Assata Zerai, Vice President for Equity & Inclusion
- Dr. Nancy Lopez, Professor of Sociology and Africana Studies Affiliate
- Dr. Kathy Powers, Associate Professor of Political Science, President of Black Faculty Alliance, & Africana Studies Affiliate
- Dr. Kirsten Buick, Professor of Art History, & Associate Dean of Equity and Excellence, College of Fine Arts
- Francie Cordova, Esq., Director, Office of Equal Opportunity
- Jeff Gassaway, Information Security Officer, UNM Institutional Technologies
- Detective Michael Lawrence Gonzales and Lt. Larry Bitsoih, UNM Police Department
- Cinnamon Blair, Chief Communications & Marketing Officer, University Communications and Marketing
- Dr. Stephanie McIver, Director of Counseling Services, Student Health and Counseling
- Brandi Stone, Director, African American Student Services & Special Assistant to the President on African American Affairs
- Frankie Flores, Director, LGBTQ Resource Center
- Lorena Blanco-Silva, DEI Director of Diversity Programs
- James Holloway, UNM Provost & Executive Vice President of Academic Affairs

UNM Land Acknowledgement Statement

Founded in 1889, the University of New Mexico sits on the traditional homelands of the Pueblo of Sandia. The original peoples of New Mexico – Pueblo, Navajo, and Apache – since time immemorial, have deep connections to the land and have made significant contributions to the broader community statewide. We honor the land itself and those who remain stewards of this land throughout the generations and also acknowledge our committed relationship to Indigenous peoples. We gratefully recognize our history.
Addressing Anti-Black Racism at UNM

• Welcome from President Garnett Stokes
• Opening Statement, VPEI Assata Zerai: Purpose of the town hall and opportunity to provide feedback on Rapid Response Taskforce
• Moderators:
  – Dr. Nancy Lopez, Professor of Sociology, Director of Institute for “Race” and Social Justice, & Africana Studies Faculty Affiliate: define anti-Blackness and antiracism
  – Dr. Assata Zerai, Vice President for Equity and Inclusion and Professor of Sociology

Hate/Bias incident reports on the basis of race outnumber all other reports (Office of Equal Opportunity)
ANTI-BLACKNESS IN HIGHER EDUCATION

“What U.S. colleges and universities count as knowledge devalues Black scholars and scholarly products, particularly those that center silenced voices, name systems of oppression, and endorse resistant and revolutionary practices”

(Dancy, Edwards & Davis 2018:178).

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Gendered AntiBlackness (Dancy et al., 2018-182-183; 184)

- “The labor expectations placed on Black women in academia are not just comparatively excessive, but they are also reflective of domestic servitude and eroticism (Austin, 1995; Edwards, 2014; Harley, 2007). Black women academics are expected to attend to the caregiving needs of not only students of color, but also White students and faculty. They are also regularly called upon to attend to the failures of Whites, or “clean up behind,” through interim positions, promotion following scandal, and committee leadership. These colonial labors are often uncompensated and unseen. When Black women insist on the recognition of their labor or resist accommodating White student mediocrity, they are summarily punished as defiant Sapphires (Austin, 1995). Black women’s theoretical contributions are also rarely acknowledged. When they are, it is within very narrowly defined curricular parameters, and is often experienced by White audiences as provocative and momentarily titillating, but not central to U.S. higher education mission and purpose (Edwards, 2014; Fasching-Varner, 2009).

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- Black male bodies on college campuses are seen as primarily generators of income and properties of entertainment (Dancy, 2012; Rhoden, 2006; R.L, 2013). The testimonies of Black male non-student-athletes attest to the academy’s rejection of Black men as intellectual and unwelcome in the classroom. Furthermore, Black males across historically White campuses lament the regular assumption that their admission is predicated on their athletic prowess (Dancy, 2012; Harper, 2015; Palmer, Wood, Dancy, & Strayhorn, 2014; Strayhorn, 2008). For a Black man to exist within higher education as a thinking being is oxymoronic in the White psyche. A comparative analysis of political commentary regarding legacy, athletic, and affirmative action admissions confirms the academy’s commitment to White entitlement, Black male bodies as commodity, and the rejection of Black intellect (Charles, Fischer, Mooney, & Massey, 2009). Perhaps nowhere are these concepts more evident than in revenue-generating athletics.
**COLORBLINDESS=/=ANTIRACISM**

“Antiracism begins with understanding the institutional nature of racial matters and accepting that all actors in a racialized society are affected materially (receive benefits or experience disadvantages) and ideologically by the racial structure (Bonilla-Silva 2009:15).”

_Please refer to the image for the full citation._

*In Racism Without Racists: Colorblind Racism in Post-Civil Rights Era*

*How do we walk the talk by focusing on solution driven transformative practices and policies?*

See also Zambrana. 2016. Toxic Ivory Tower: Health Consequences of Racism for Underrepresented Minority Faculty

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**Part 1. The History of anti-Blackness at UNM: Survivors Speak**

- Dr. Kathy Powers, Professor of Political Science, President of Black Faculty Alliance, & Africana Studies Faculty Affiliate—Describing responses to attacks against black faculty/staff at UNM in a human right framework
- Dr. Kirsten Buick, Professor of Art History, and Associate Dean of Equity and Excellence, College of Fine Arts -- structural anti-Blackness experienced by Black women faculty at UNM
Structural Anti-Blackness at UNM: How it Happens and What We Can Do to Stop It

Kirsten Pai Buick, PhD (she, her, hers)
Professor of Art History, Department of Art
Associate Dean of Equity and Excellence, College of Fine Arts
kbuick@unm.edu

Vijay Iyer
Musician and Composer,
Professor of Music at Harvard University
• "I’m what they call a ‘non-black person of color’: NBPOC. It’s easy and seductive and common to mobilize around these identity issues, but often that’s done at the expense of considering structural anti-blackness. That puts everything in a slightly different light for me, especially because of where I am and why—where I am in the world of the arts, where I live, in Harlem—and the music that I’ve been able to make, whom I’ve been able to make it with, who has nurtured me. It’s not just about solidarity. It’s actually about debt."

• "The phrase I use is ‘easy camaraderie.’ Non-western immigrants of color and their progeny like me—my parents came here fifty years ago and I was born and raised in Rochester—whether it’s Teju [Cole], or Rudresh [Mahanthappa], or Himanshu [Suri], or Miya Masaoka, or Barack Obama [laughs], we all have that in common. And that’s different from being descended from enslaved African captives. I am very conscious of that difference, and conscious of how easy it is to forget about it."

• "At Harvard, I basically represent black music. That’s f*^$ed up, actually. Why me? Why am I the only senior faculty of color at Harvard in the music department? Why aren’t there any black people as musicologists, music theorists, ethnomusicologists, or composers? That’s true not just at Harvard, that’s true across the board. These bastions where privilege is concentrated—those structural differences are policed and maintained. I’m trying everything I can to change it."
Hiring Practices

• The expectation is that your “identity”—narrowly prescribed and understood as “racial”—replicates your area of study
  • We are disciplined by our disciplines and so non-white students are conditioned by faculty and advisors to stay/study in their “lanes”
  • When these students enter the job market at colleges and universities, they are expected to fill those diversity positions that allow a kind of “two for one” while preserving other areas of study for white students who are not expected to ever acknowledge race or racial bias in what they were allowed to study and now allowed to teach
  • Non-white candidates for jobs—whether it’s for a faculty line or upper administration—sometimes cannot meet the requirements in the job description but “second look” protocols keep them in the pool, only to find them eliminated at the end because committees are not trained to recognize the systemic racism that has kept them from the kinds of experiences such as large-scale fund raising opportunities mandated by the advertised position

• Should those who choose to study outside of their perceived “identities” or study within fields that are seemingly un-marked by race—STEM fields, for example—are hired, they are subject to constant questions and doubts about their abilities

Hiring and Workplace Practices that Take Advantage of Structural Anti-blackness

• A predominance of Postdocs with no plan (until recently) to hire them as tenure track faculty
• Having been funneled into disciplines in which identity is replicated in the area of study, they arrive only to find no support or active antagonism within their departments
• Having demonstrated interests and expertise outside of “identity” their presence and abilities are constantly questioned and doubted
• New faculty arrive at a Program rather than a Department with a tenure home that can sometimes be actively hostile to their presence and that can destroy any possibility of tenure
• Mentoring that refuses to acknowledge structural anti-blackness and therefore does not seek to change the system; instead, an emphasis on changing or molding the new hire to fit within a system that is actively hostile to their existence
Hiring and Workplace Practices that Take Advantage of Structural Anti-blackness – What Actions We Can Take

• A predominance of Postdocs with no plan (until recently) to hire them as tenure track faculty – The strengthening of the Division of Equity and Inclusion and the hiring of Dr. Assata Zerai has gone a long way to demonstrating good faith on the part of UNM to recognize the potential for change.

• Black faculty arrive only to find no support or active antagonism within their departments – A new and better mentoring program for new black faculty should be created, constituting a senior faculty member in their department who has undergone training and a faculty member of color outside of their department. The three should meet at least once per semester.

• New faculty arrive at a Program rather than a Department with a tenure home that can sometimes be actively hostile to their presence and that can destroy any possibility of tenure—Africana Studies should be granted departmental status with tenured and tenure track faculty housed within it.

Poetry by Ebony Isis Booth
Part 2. Institutional Responses to anti-Blackness at UNM

- Francie Cordova, Esq., Director of the Office of Equal Opportunity – Coordinating Hate Crimes Investigations at UNM
- Jeff Gassaway, Information Security Officer UNM Institutional Technologies – IT responses to online threats and harassment at UNM (slide deck)
- Detective Michael Lawrence Gonzales and Lt. Larry Bitsoih, UNM Police Department UNM Police Department – Ways that UNM PD works to protect students, faculty and staff at UNM from hate crimes
- Cinnamon Blair, Chief Communications & Marketing Officer, University Communications and Marketing – Emergency communications planning

HATE/BIAS CRIMES and INCIDENTS

Francie Cordova, JD
Director/ADA Coordinator
Office of Equal Opportunity
Hate Bias Crime

- A Hate Crime is a crime committed in whole or in part because of the victim’s actual or perceived race, gender, nationality, ethnicity, sexual orientation, disability, age or religion.
- Under NM state law crimes are motivated by hate. NMSA 1978, Section 31-18B-1-5.
- Criminal investigation and Process – UNM-PD, etc.
- Reportable under Clery Act for statistical purposes.

Hate Bias Incident

- A hate bias incident is an act/conduct, speech or expression to which a bias motive is evident as a contributing factor (regardless of whether the act is criminal). All hate crimes are hate bias incidents but not all hate bias incidents are hate crimes.
- Administrative Process – OEO or conduct process.
Incidents related to National Trends

- UNM incidents increased after the 2016 election. Many of the complaints were related to National Origin and Immigrant Status. Most of them were anonymous or by people not affiliated with UNM.
- The *Santa Fe New Mexican* reported that the number of hate crimes in New Mexico quadrupled between 2017 and 2018 ("FBI: Hate crimes in N.M. up fourfold," Nov. 13).
- Corona virus and Cyber trends:

### Hate/Bias Complaints

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What do I do?

- Fill out a hate bias form. It will automatically go to UNM-PD and OEO for evaluation and trending and for possible holds on IT records.
- Keeps records, screenshots, recordings etc.
- Safe bystander intervention.
- Seek Support - Ethnic Centers, WRC, LGBTQ, CARS, OMBUDS, DEI

Jeff Gassaway: Information Security Details

Two different web-based tools were used to carry out attacks; a data collection tool and a scheduling tool.

- In the first case, attackers used a web-form link that did not require a NetID and password in order to use it.
- The attackers “spoofed” their email and internet addresses to hide details that could otherwise be used by law enforcement to identify them.
- Departments will be updating how they use web-form links to require a NetID and password for logging in, where possible.
- Where logging in is not possible, IT, Information Security and Privacy Office (ISPO), University Communication and Marketing (UCAM), and the departments will review needs and recommend alternate solutions to prevent such attacks.
- In the second case, attackers used a meeting scheduling tool that did not require a NetID and password in order to use it.
- The attackers “spoofed” their internet and email addresses to hide details that could otherwise be used by law enforcement to identify them.
Additional Steps UNM takes to help protect our community

**Employees and Students are required to**
- Agree to comply with our policies when they get their NetIDs and when they change their passwords.
- Complete information security and privacy awareness training in 2020.
- Enable additional security features for accessing certain UNM IT services, including Direct Deposit, Tax Forms, HR Benefits;
- Students and employees can enable additional security for Bursar’s Account Suite starting next week.

**IT Services service owners and Information Security staff are required to ensure**
- Data that is collected is appropriately protected, whether in cloud software or on campus with procedures and safeguards
- When security incidents occur, we collect evidence and assist authorities in investigating the incidents and work with IT service owners to improve processes and safeguards to prevent future incidents

**Security Improvements**
- Incremental changes to Zoom and Teams including passwords and PINs to access, turning off chat and moderating Q&A
- Procedures for how to use Teams with FERPA data
- Lessons learned about the recent attacks so that we can help prevent them

Music by
Rodney Bowe and
Tracey Whitney
Part 3. Moving beyond being reactive when events occur

- Dr. Stephanie McIver, Director of Counseling Services, Student Health and Counseling Service – Mental health support to UNM when attacks happen
- Brandi Stone, Director, African American Student Services and Special Assistant to the President on African American Affairs – Students’ experiences of secondary effects from witnessing anti-Black racism and hate crimes against Black faculty and staff (slide deck)
- Frankie Flores, Director, LGBTQ Resource Center – Programming to build resilience in intersectional communities
- Lorena Blanco-Silva, DEI Director of Diversity Programs – Vision for a holistic response to crises, leading with communication and transparency: the Rapid Response Taskforce
Trauma and Vicarious Trauma

- Emotional Response
  - Anxiety
  - Sadness
  - Irritability
  - Anger
  - Numbness

- Psychological Response
  - Intrusive Thoughts
  - Cynicism
  - Pessimism
  - Jaded World View

- Interpersonal Experience
  - Gas-Lighting
  - Ally-ship

Mental Health Resources

We're Here to Help!
The University of New Mexico offers students and community members a wide range of mental-health resources on and off campus.

Currently these services are following the COVID-19 protocols which means telehealth, social distancing and some limitations on services.
Students’ experiences of secondary effects from witnessing anti-Black racism and hate crimes against Black Faculty and Staff

Brandi Stone, Director, African American Student Services, Special Assistant to the President on African American Affairs

Overall experiences and feelings...
January 19, 2016

Good Morning Everyone,

In an attempt to remain transparent with Black students, faculty, staff and our allies at the University of New Mexico the latter Addressee what was discussed with President Frank, President Frank and the Black Student Alliance President Committee on Wednesday, December 9, 2015 at 4:00 PM.

Those present from the Black Student Alliance President Committee were: Stella Maris Amadou, Jordan Santow, Nichole Ramey, Philip Cox, John Fuller, Deliana McVey, Anthony Williams, and Brandi Wells on the African American Student Services Program Advisor.

On Tuesday, December 1st, 2015, the Black Student Alliance members of various Black student organizations at the University of New Mexico hosted a town hall meeting to address the Black climate and other issues and concerns at the University of New Mexico. After the town hall meeting, President Frank contacted the African American Student Services to host a meeting the following week. Additional below are the topics and concerns that were discussed during the meeting held on December 9th.

- Increase in Black/Chinese American Faculty and Staff on campus
- Diversity and Cultural Sensitivity Training
- Representation, Recruitment, and Retention of Black/African American Faculty

- Support of Black African American Students
- Maintaining communication to ensure accountability with the Office of Diversity and Inclusion and Facilitate report data produced through their office for the state of Black African American at the University of New Mexico.

Ultimately, the actions that transpired after the assembly with President Frank and President Chancellor was a sustained monthly meeting with the President to continue the dialogue and efforts towards being proactive about the ongoing issues on campus. The status of these meetings will be sent in another letter after confirmed with both the Black Student Alliance and President Chancellor. The Black Student Alliance has also agreed to meet twice a month until the end of the semester. In addition, the Black Student Alliance is committed to continuing positive change on campus and is prioritizing the increased involvement of underclassmen. This will ensure that this moment is a concern. If you are interested in attending a meeting or speaking with the Black Student Alliance please contact Nichole Ramey at nramey@unm.edu or Brandi Wells at bre279@com.edu.

Thank you,
Black Student Alliance
Since 2016

- Worked with SHAC to host “Afro Check Ins” for students
- #BlackatUNM to capture the Black experience at UNM
- Black Student Alliance meetings with administrators including the President, Provost, VP DEI, VP Student Affairs, and AVP Student Services, OEO, and Dean of Students
  - Hiring Processes & Retention initiatives for Black Faculty
    - Including process to tenure
  - Reporting structure and process for hate crimes (Both OEO/Dean of Students)
  - African American/Black Climate Report
- Developed process for Black Student Statement letters as it pertains to antiblack discrimination on campus, hiring of administrators, Black mental health concerns, and acknowledging various events
- Developed action plan for demands to hold administrators accountable

BSA Action Plan

- Student Experience
- Branding
- Faculty/Staff
- Administration
Statements of Support for Africana Studies

• Statement from VP for Equity and Inclusion Dr. Assata Zerai regarding threats against Dr. Charles Becknell, Jr., Director of Africana Studies (see link below)
• Links to press and campus and community statements in support of Africana Studies (see link below)
• [https://diverse.unm.edu/initiatives/statements.html](https://diverse.unm.edu/initiatives/statements.html)

Questions/Answers & Closing Remarks

• Reminder to provide feedback on proposed rapid response taskforce
• Provost James P. Holloway – Statement of Support and Closing Remarks
• Note: Due to time constraints, Questions (posed online in Zoom) and Answers will be posted to the DEI website
• Recording of the town hall will also be made available on DEI website

Thank you for your time and attendance!