

Dear Postdocs,

We, like many of you, are grieving and outraged by the tragic killing of George Floyd at the hands of Minneapolis police. We also are outraged at the nationwide police violence unleashed on peaceful protestors demanding justice for Mr. Floyd's death. But we also know that outrage toward the unjust death of one Black person is not enough, when these kinds of stories have become commonplace and as systemic anti-Black racism in our country runs so deep.

We acknowledge that the University of Colorado Denver | Anschutz Medical Campus has made efforts to address these recent events and has stated that it stands against all forms of racism and bigotry. We also find these statements **insufficient** to make any real, lasting change on our campus to make it a welcoming place to all students, staff, and faculty. Consequently, we believe it is our duty as the Postdoc Association to speak out.

To all of our Black colleagues – our mentors, our coworkers, our mentees, our students – we know that many of you are struggling right now. We know that many institutions in this country, including our own university, have failed you or let you down. We realize that being asked to stay productive and conduct your research as usual is near impossible. The PDA values your presence in our labs and on our campus – we know that our diversity is a strength, and that we need to celebrate that more than we do. We want to amplify your voices and ensure that you feel seen as scientists and people.

In addition to providing recognition and support, we, the PDA, plan to actively become a vehicle for positive change in our community. We acknowledge that the PDA has not been active in the past on these issues, and thus we have passively supported these unjust systems. The current Executive Council will be completing their term this month. As a final step in our tenure, we will be compiling a list of potential action items to hand down to the next slate of councilmembers. These items will serve as a template of what each of us can do to truly affect change in our labs, department, and campus. These items include:

- Requiring the university to offer/mandate implicit bias training to all faculty and staff, including postdocs
- For all labs and departments to provide more resources directly for Black postdocs and other POC postdocs
- For all labs and departments to actively recruit postdocs from primarily minority schools (such as Historically Black Colleges and Universities, HBCUs)

We importantly recognize that Black voices are not currently represented on the PDA and if you feel that the actions suggested by the PDA do not appropriately address the challenges that you or your colleagues face, then please let us know. We welcome your criticism. We are hurting too, and we want to make things better. And we understand this starts with listening.

We also encourage you to read the statements put out by [CU Anschutz's White Coats for Black Lives chapter](#) and [Chief Diversity Officer Theodosia Cook](#) for specific action items they are asking the university to take, along with additional resources.

If you are a person wanting to find ways to help the cause, we have compiled some resources for you (This is by no means an exhaustive list):

- Donate:
 - Color of Change: <https://colorofchange.org/>
 - Campaign Zero: <https://www.joincampaignzero.org>
 - Colorado Freedom Fund: <https://fundly.com/coloradofreedom>
- Educate:
 - Justice in June (Encouragement to spend 10-45 minutes of your time per day learning about the history of injustice in this country)
 - Alternatives to calling the police
- Be an ally
 - [What White People Can Do For Racial Justice](#)
 - [Our White Friends Desiring To Be Allies](#)
 - Take bystander training ([here](#) and [here](#))
- Support Black-owned businesses in the [Denver metro community](#)

Sincerely yours,

The Postdoc Association Exec Board

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