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Dear Physics grad students,

It has been said before, but should be said again: we are grieving for the racist atrocities leading to the recent deaths of George Floyd, Ahmaud Arbery, Breonna Taylor, and so many others. These atrocities highlight not just a recent trend, but an ongoing systemic and often personal current of racism and prejudice against Black people. This problem is present not only in a select group of police officers, nor law enforcement alone, but in many of the most influential institutions and people in our society.

These are trying times when it can be difficult to look at the honest state of our country, and our own institutions. Racial prejudices in the U.S. are not limited to the Black community, and can affect all racial minorities in unique and acute ways, as COVID-19 has shown. However, separate racial injustices do not exclude or invalidate each other, and right now, the Black community is in suffering. Now is a time to come together to better the state of our communities. Enacting meaningful and sustainable change in our society will require engaging in difficult and honest evaluations of our own prejudices — both personal and institutional.

Without such challenging reflection, we risk being complicit in the broken structures under which we operate; thus, more than any protest participation, social media post, or donation, this reflection is necessary to begin reshaping these structures. If you are struggling to process the events of these past weeks, trying to think through your own place in this broken system, or just want to discuss the difficulties of our own Physics culture, know that the PhysREFS are here for you.

If you would like to look up sources of support or education on your own, please find below a list of helpful resources along with a link to an (ongoing) collection of many more.

- **Lend your support:** [Ways You Can Help the Black Lives Matter movement](#)
- **Learn more and educate yourself:** [Resources to Fight Racial Injustice: Talks, Books, and Articles](#) (scroll to “Educate yourself” section)
- **Self-care:** [21 Resources to Heal and Survive](#)
- [Ongoing collection of resources](#)

Please care for yourselves and know you are not alone.

~Your PhysREFS team

