

Subject: Thank you for an amazing ICA2020 + anti-racism resources

Dear Colleagues in CSaB:

Thank you all for making ICA2020 a success. COVID-19 presented conditions that none of us would have chosen, but through your hard work, generosity and creativity, and the above-and-beyond support of the ICA central administrative team, we were able to share and learn and connect in new and productive ways. Your efforts and care recharged my heart and mind in the midst of the pandemic. The research that you presented - and that you continue to do - reaffirms the value of CSaB in connecting scholars who are doing cutting edge work and making our science more reproducible, more generalizable and more actionable.

During my time as chair, I have been particularly proud of the ways that CSaB members have come together not only to support these values, but also to support each other intellectually through highly constructive reviews, mentorship sessions, and openness to connecting with others across labs and institutions. We have also worked to diversify the profile of scholarship within CSaB. Although we have been successful in encouraging and promoting a broader range of methods in communication science and biology (e.g., this year's top papers and outstanding contribution awards showcase the ways that our members are leveraging this broad range), and we have had some success in expanding representation of work from scholars outside of the U.S., we still have substantial work to do to actively promote a more inclusive environment for people of color, LGBTQ scholars, international scholars, and other groups historically underrepresented in science, in CSaB, and the academy more broadly. I have appreciated the work that many of you have invested in our sessions focused on mentorship and promoting diversity in science and academia, and I look forward to continuing to support the incoming CSaB leadership team as we look toward the future.

To that end, each of us working to promote diversity and anti-racist action in our labs is essential. The recent tragic deaths of Black Americans -- at disproportionately high rates to COVID-19, and police violence -- continue to highlight the history of racism affecting people of color in our society and world, as well as the ongoing need to proactively consider how we can make our own labs, CSaB and ICA more broadly more inclusive. This means not only bringing in or including people from different backgrounds, but also changing infrastructure, policy, and culture to facilitate an inclusive lab environment, and to ensure that our labs and institutions change so that trainees from historically and currently underrepresented groups can thrive. If you are a member of an underrepresented group, you are likely already engaged and the time and energy you have already invested in supporting others and advancing your own career is an essential investment in a more equitable system moving forward.

If you are a member of an overrepresented group and you aren't sure where to start, I will soon post links in our #diversity CSaB slack channel\*\*\* with documents about concrete steps that you can take to promote the recruitment, support and advancement of people from groups historically and currently underrepresented in science. Our CSaB member David Lydon-Staley

will also soon put up his guide to starting a Diversity Science Journal Club in your lab/ department/ school/ broader institution.

In the meantime, here are some resources that were recently shared with the Annenberg Community about how to be more anti-racist (beyond just your role in science):

From **Staci Jones, Florence Madenga, Chioma Woko, Darin Johnson, Fallon Parfaite, Mary Andrews, Antoine Haywood, and Diami Virgilio**:

- [A List of Anti-Racism Resources for White People](#)
- [A Twitter Thread by Mirelle Cassandra Harper on 10 Steps to Non-Optical Allyship](#)
- [A Twitter thread on where to donate money to those who are on the ground and have been impacted by police violence, organized by city](#)

**LaCharles Ward** recommended several of the funds on that list, as well as [The Bail Project](#) in DC.

**Murali Balaji** recommended [the current issue of Cultural Studies <-> Critical Methodologies](#) that examines the policing and eradication of Black bodies in America. (For easier access, refer to the PDF Murali attached in his email.) He also recommended all watch [this speech by Atlanta Mayor Keisha Lance Bottoms](#).

**Sarah Jackson** shared [a guide listing 26 ways to engage in activism that considers the limits and hesitations people may feel about public protest](#).

**Guobin Yang** shared a book, [Conversations in Maine](#), that shared a dialogue among four veteran activists after the Detroit Rebellion of 1967.

**Sharon Black** shared the poem [Boy Breaking Glass](#) by Gwendolyn Brooks.

**Media Effects Scholar, Srivi Ramasubramanian** wrote a helpful Medium post for white allies:

<https://medium.com/@drsri/white-allies-10-ways-to-support-black-lives-with-a-bonus-tip-at-the-end-af380cf3aeac>

I also look forward to next year's theme, which highlights the ways that communication as a field is uniquely positioned to advance these goals: Engaging the Essential Work of Care:

Communication, Connectedness, and Social Justice. Beyond this, right now, if you have the means, you can also donate to Black Lives Matter

([https://secure.actblue.com/donate/ms\\_blm\\_homepage\\_2019](https://secure.actblue.com/donate/ms_blm_homepage_2019)), your local bail fund

(<https://twitter.com/issatrae/status/1267520423824154625>), Southern Poverty Law Fund

(<https://donate.splcenter.org/>) or other organizations fighting for justice.

For those of us in positions of leadership, especially faculty or those training graduate student teachers, let's talk with our students and other trainees about these resources, and about their

role in the academy and in society more broadly. Serve as a model of anti-racism by prioritizing formal anti-racist policies in team documents like lab manuals and placing value on learning about racial inequality and its impact on us, our colleagues, our field, and our society. Right now, please check in with your Black students and colleagues and make sure they know you support them and their need to prioritize their mental and physical well being. Please also check in with your students who may be subjected to heightened racism in the face of COVID-19.

Finally, I would like to express my enormous gratitude to my vice chair (and this year's conference planner), Allison Eden, our treasurer Jason Coronel, our secretary Chris Cascio, our social media coordinator and rising Vice Chair, Richard Huskey, our early career rep, Clare Grall, and Christin Scholz, our international liaison. You have all been key forces in the creation of this group, in the support of our junior scholars, and in providing support. Allison has shown incredible leadership throughout and has had my back, going above and beyond to do heavy lifting, at all of the times I have needed it most. I know she will make a fantastic chair and I look forward to continuing to support her. I also wish to thank and acknowledge my incredible lab managers, Ally Paul and José Carreras-Tartak, who have worked tirelessly behind the scenes to organize and support everything that we do during my time as Chair (I could not have done this job without you!). Thanks also to my CNLab grad students, post-docs, staff and former students-now-faculty for shaping everything I do, and most immediately for constructive input on this note. Finally, thanks to Rene Weber for his role as founding chair, and ongoing support in moving the group to where we are.

With hope that our scholarship and broader work beyond the academy can bring more understanding, health, happiness and justice, and with enormous gratitude to each of you,  
Emily

\*\*\*Check out the #diversity channel now on the CSaB slack where we will post resources to support your efforts in making your science and mentorship practices more inclusive (if you haven't joined our slack group, please do, though please do not share this link on social media to avoid slack-bombing: <redacted>.