

Recruiting, Mentoring, and Retaining Diversity in Science & Medicine

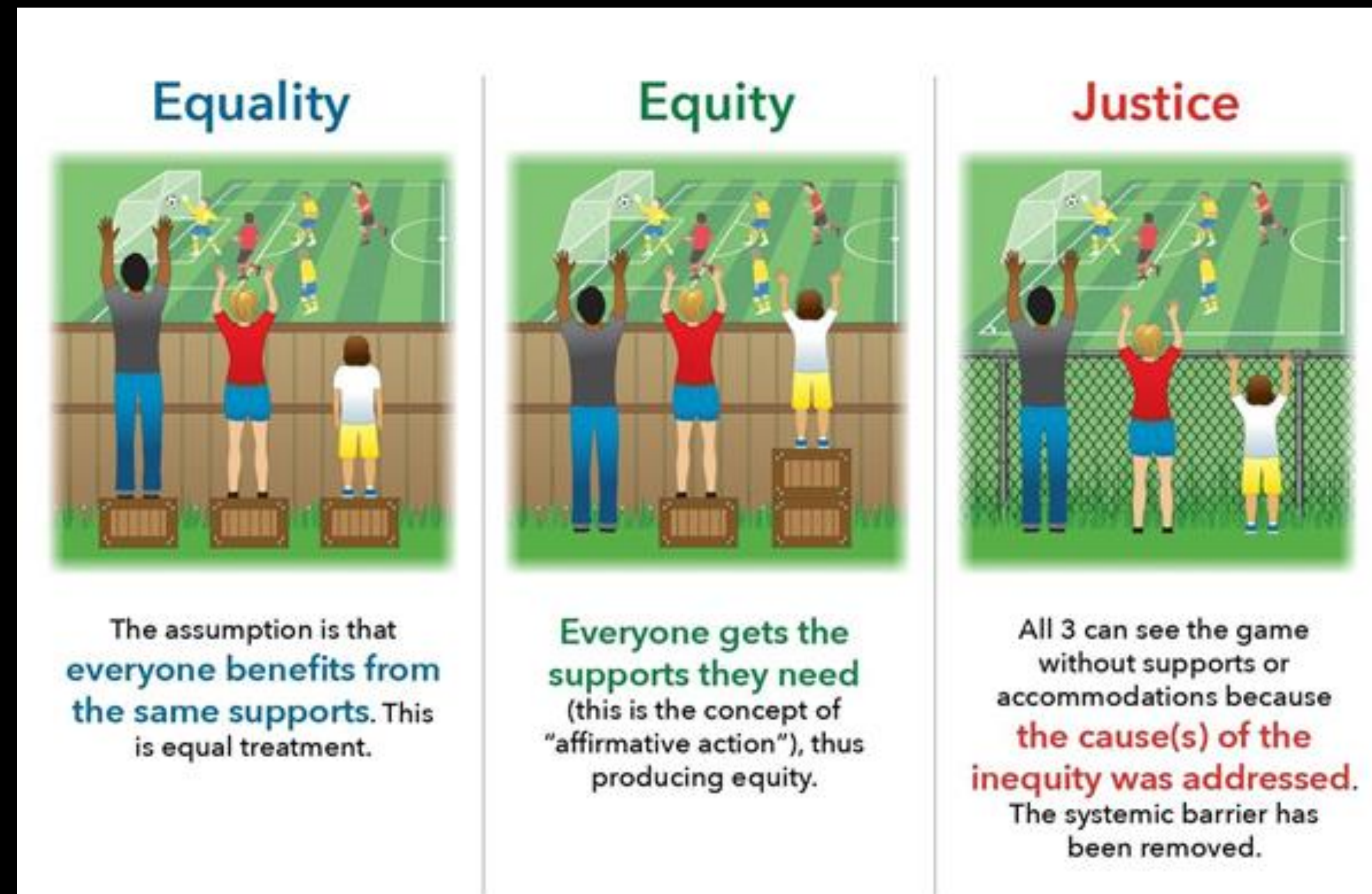
**A UMass Medical School Campus Conversation
Wednesday - October 28, 2020**

**Eboney Smith Hearn, Ed.M. (MIT)
Brian Lewis, PhD (UMassMed)**

**Kelly Garcia (GSN - UMassMed)
Sarah Cleveland (GSBS - UMassMed)
Laël Ngangmeni (MSTP - SOM/GSBS - UMassMed)**

Peter Cruz-Gordillo (MSTP - SOM/GSBS - UMassMed) - Student Trustee





City Schools of Decatur, GA

“What gives me **hope** is a simple truism. Once we lost hope, we are guaranteed to lose. But if we ignore the odds and fight to create an anti-racist world, then **we give humanity a chance** to one day survive, a chance to live in communion, **a chance to be forever free.**”

Lessons learned from “How to be an anti-racist”

- 1) **Definitions** — understand what the word “racist” means
- 2) **Stop saying, “I’m not racist.”** Instead...focus on being *anti-racist*.
- 3) **Confront the racist ideas you’ve held or continue to hold**
- 4) **Understand that your antiracism = intersectional**
- 5) **Identify racial inequities and disparities**
- 6) **Champion antiracist ideas and policies**