

Action items for making Cedar Creek an antiracist organization:

- Disseminate the ideas of Black, Brown, and Indigenous people
- Amplify marginalized voices without stealing credit for good ideas
- Actively seek Black, Brown, and Indigenous staff members, coauthors on publications, collaborators on grants, seminar speakers, working group participants, and award nominees
- Directly address racism in our code of conduct
- Organize bystander intervention training and implement the strategies
- Educate ourselves, including by reading and listening
- Invest staff effort in activities that promote diversity, equity, and inclusion
- Make antiracism discussions and efforts voluntary to avoid tokenizing people, expecting people to speak for an entire community or revisit trauma
- Work to prevent police violence against BIPOC researchers and staff
- Develop long-term partnerships with specific local BIPOC communities
- Evaluate and address racism in committees and processes involving hiring, research proposals, awards, and funding
- Protect survivors of racism and sexual misconduct from retaliation
- Regularly attend BREWS and other graduate-student-led efforts
- Associate Director is responsible for leading these efforts, encouraging revisions and additions to this list, and reporting progress to staff and researchers