



Celebrating Diversity

Acceptance, Respect, Understanding, Inclusion

HSC Office of Diversity and Inclusion, in collaboration with the Belknap Office of Diversity and Equity



I CAN'T BREATHE

I Can't Breathe

by: V. Faye Jones, MD, Chief Diversity Officer, Senior Associate Vice President for Diversity and Equity (Interim), Associate Vice President for Health Affairs / Diversity Initiatives, Professor and Vice Chair, Department of Perdiatrics

"I can't Breathe." These three words usually convey a sense of urgency! A cry for help! A matter of life or death!

If we all have that basic understanding of these words, why was it not heard? Why was the urgency conveyed in this situation not realized? Why does it feel like this scene has played out over and over in our past and now invading our present? Collectively, we need to truly hear and feel the raw emotions that so many are rightfully feeling. If we don't heed this call to action now, it will continue to plague our future, and the future of our youth.



Ahmaud Arbery—Philando Castile— George Floyd—Eric Garner—Freddie Gray— Botham Jean—Atatiana Jefferson— Trayvon Martin—Tamir Rice— Breonna Taylor

These names and more will be forever ingrained in our hearts and minds. As a mother of Black children, so many emotions come up for me: feeling hurt, angry, fearful, and at times a rush of sadness comes over me as I continue to witness these events that keep unfolding in my mind. I see my children in the faces of so many Black youth who have been harmed in one way or another by our current system. I cry as I hear the stories of everyday events that have happened to many of our students, our staff, and our faculty of color. These stories are many of your stories. They are my stories. These stories weigh heavily on our bodies, but in the words of Fannie Lou Hamer, “I am sick and tired of being sick and tired!” Let us unite in our efforts to address racial violence and structural racism and not hear those words, “I Can’t Breathe,” in this context again!

The physical and emotional toll that racism causes on Black bodies has been well-documented. Dr. Aletha Maybank states, “Sustained exposure to racism in all of its forms increases our stress hormones, such as cortisol which causes havoc on our physical bodies and, while we know race is a construct, a social construct, and has no biological and genetic basis, racism can actually literally change the patterns of how genes are expressed.” Disparities in health and health outcomes is only one of the ways racism reveals itself. It effects every facet in the lives of affected people and communities, extending from education, housing, physical environments, criminal justice systems, and more. The evidence of this is seen clearly in the protests that we are seeing all over the nation and the world.

To begin the process of transforming our community to an antiracist campus, the Office of Diversity and Equity and the HSC Office of Diversity and Inclusion are collecting materials to provide a central hub of resources. It is not an exhaustive list, but one that will be updated constantly as we learn of more resources.

Let us consider this time to be the starting point in our push for action. We need everyone’s involvement to make long-term change.

For many of you who have asked, “How do I get involved? How do I get started?” I have suggested some steps to guide you in your journey.

1. **Check In:** Ask how your peers, your colleagues, and your team are feeling. In your next meeting, open the floor for folks to share how they’re doing.
2. **Listen more than you speak:** The more we listen, and give the floor to those who are hurting and affected by this, the better we can understand how to address and combat the actions and systems that harm our communities of color.
3. **Acknowledge your privilege:** When you hear about an experience that you don’t understand or don’t believe, pause for a moment and acknowledge that you might not understand or believe it because you’ve had the privilege of not being in that circumstance before. And even in times of suffering, recognize that even though it is painful, it is a result of your skin color.
4. **Get Informed:** In addition to the brave conversations that I hope you have with your peers, colleagues, friends and families...look on the websites for the Office of Diversity and Equity <https://louisville.edu/diversity> and the HSC Office of Diversity and Inclusion <https://louisville.edu/hsc/diversity>. There, on the “Resources” tab, you can find a very informative list of anti-racism articles, books, movies and podcasts to learn more. It is not enough to simply say you’re not racist; we each must become *anti-racist* to fully rid racism from our society.

Statement from Diversity, Equity, and Inclusion Directors:

Bláz Bush, Valerie Casey, Dwayne Compton, Faye Jones,
Lisa Gunterman, Ryan Simpson, Enid Trucios-Haynes, Marian Vasser

As the directors of the various UofL offices related to diversity, equity and inclusion we want to state that we hear, see, are experiencing, and feel the pain that communities and individuals are experiencing due to the recent, but unfortunately not new or rare, racist killings across the country and in our own community. The disproportionate and unjust policing of communities of color whether by law enforcement or by dog walkers, causes extreme pain, suffering, inhumane living conditions, and death in communities of color. This has never been acceptable, and never will be. We must always do more individually and collectively to end racial violence, structural racism, white complacency and hold ourselves and those responsible to be accountable for the harm caused.

Join us and our many colleagues at UofL to truly carry out our Cardinal Principles. Not only in voice and thought but in action and tangible support. We encourage all members of our cardinal community to learn more and do more to end our horrible past and current reality of racial injustice. Some actions individuals and communities can take include, but are not limited to the following:

End no knock warrants: <https://www.aclu-ky.org/en/nomore>

Learn about, donate to and get involved with agencies who are taking action to end racial injustice:

- Louisville Black Lives Matter and Stand Up Sundays: <https://blackliveslouisville.org/>
- Louisville Showing Up for Racial Justice (LSURJ): <https://www.facebook.com/SURJLouisville/>
- Kentucky Alliance Against Racism and Political Oppression:
<https://www.facebook.com/groups/www.kentuckyalliance.org/>
- Anti-racism resources for white people:
https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirlTwCTugSfKie5Fs/mobilebasic

Get support:

- UofL Counseling Center: <https://louisville.edu/counseling>
- UofL Office of Diversity and Equity and affiliated offices: <https://louisville.edu/diversity>
- Minority Mental Health Project: <https://www.facebook.com/MMHPKY/>
- Open Path Collective: <https://openpathcollective.org/>
- Email anyone in the Diversity and Equity offices, we are here to listen and hold space for you and are happy to set-up a meeting to talk and hear how you are doing.

Why do we have a society where black children have to beg to be allowed to live?

https://www.instagram.com/p/CAtDLfmhg48/?igshid=1sui2cdurf5qz&fbclid=IwAR3amAQCJRkNQBeFE5JP5YR-JJAfhWqmVocpwMqNUMstFXVJmNoN7Ckf_gA



Protesting While Black: A Review in Racial Disparities in Exercising First and Second Amendment Rights

by: Xian R. Brooks, MPH, Program Coordinator,
HSC Office of Diversity and Inclusion

On October 15, 1966, the Black Panther Party for Self-Defense (BPP) formed in Oakland, California. The formation came out of the assassination of a prominent Black leader, in 1965 and the state sanctioned murder of a 16-year-old Black male, in 1966. While the BPP had a plethora of community-serving programs, the one germane to this discourse is “Copwatch.” Copwatch was a program implemented by the BPP, with the intention of preventing and or observing misconduct and brutality perpetrated by police officers. The program empowered Black people to not only, be advocates for the safety of themselves and community, but to also hold police accountable for inappropriate and harmful behavior. The Black Panther Party for Self-Defense would patrol the neighborhoods, armed. As a result of this exercise of Second Amendment rights, the state of California introduced the Mulford Act. The Mulford Act (1967) prohibited open carry of loaded firearms in the state of California. In an act of protest, 30 members of the BPP ascended the California State Capitol, armed, and announced “the time has come for Black people to arm themselves.” Ronald Reagan, passed the Mulford Act and while at the time, the BPP were in proper exercise of their Second Amendment rights, the Act included an addendum prohibiting loaded firearms at the



Attica Scott
@atticascott4ky



@louisvillemayor I was just tear gassed by your police force. This was after one of your officers kept pushing me without ever asking me to move. This was after we were never asked to disperse. This was during a peaceful protest. LMPD met peace with violence. I'm disgusted.

4,534 10:18 PM - May 29, 2020



1,996 people are talking about this



From State Rep. Attica Scott's Twitter Feed.

State Capitol.

In the United States, fatal shootings at the hands of law enforcement have been on an upward trend. There have been 429 civilians fatally shot by law enforcement; 20.5% of those fatally shot in 2020 were Black. African Americans account for only 14% of the population of the United States. Countless people have been physically assaulted by law enforcement. Most recently in Louisville, KY on March 13, 2020 26-year-old EMT Breonna Taylor was killed in her home by law enforcement as they forcibly entered without knocking to execute a search. Kenneth Walker (27), Taylor's boyfriend exercised his Second Amendment right to defend his home, as he feared for their lives. Mr. Walker was immediately arrested. However, in large part thanks to community involvement, charges were dropped against Mr. Walker on May 25, 2020.

On February 23, 2020, in a South Georgia neighborhood, 25-year-old Ahmaud Arbery was chased down by two armed white residents and murdered. The pursuit of Mr. Arbery passed the home of a white bystander who got into his car and followed the incident, only to sit in his car and rec-

ord the 28 seconds that it took for the two men to take Mr. Arbery's life. The men that murdered Mr. Arbery were not arrested until May 21, 2020. This was only due to national outrage from the leaked video of the murder.

Since the onset of Covid-19, there have been organized, militia-style protest, across the country; many of which have taken place at state capitols. Media images of angry red faces, unmasked, yelling inches away from the stoicism of law enforcement, in Michigan. Photos of armed white men adorned with or holding white supremacist iconography, valiantly posing with a state representative of Kentucky. Armed groups in Raleigh, protesting under the auspice of reopening, using the dog-whistle act of, “Boogaloo”, a coopted word communicating civil war and government overthrow. Yes, some arrests were made. No, there have not been any acts or laws implemented to prevent these gatherings from happening or to ensure that they do so safely.

Uprisings are taking place in Minneapolis. On May 25, 2020, George Floyd (46), was handcuffed, his neck between the asphalt and the full weight of the white police officer's knee. Mr.



Floyd said that he could not breathe. These were the same words uttered by 43-year-old Eric Garner in 2014, as he was killed with a chokehold by Staten Island police. Minneapolis, like many other cities in the United States has a police force with a history of racism and disparate enforcement. As in the case of many other cities in the United States, those protesting the murder of another Black person were met with tear gas, and rubber bullets shot into the crowd with reckless abandon.

Uprisings are taking place in Louisville. Peaceful protesters have been tear gassed, shot at with rubber bullets, and told to leave prior to curfew. State Rep. Attica Scott found herself tear gassed while peacefully protesting. While reporting live, Louisville Wave-3 news reporter Kaitlin Rust was shot with pepper bullets.

On June 1, 2020, parallel to the protest over Breonna Taylor and George Floyd, owner of YaYa's BBQ Shack, David McAtee was killed by the Louisville Metro Police Department and the National Guard, in front of his establishment. Louisville Metro Police's body cameras were deactivated. Mr. McAtee's body was left on the scene for over 12-hours, like roadkill. Police officers always ate free at YaYa's BBQ Shack. While the police chief was let go, officers involved in the incident have not been so much as reprimanded.

Hard times are not foreign to people of color, however, 2020 thus far has been exceptional. It appears that the United States has not experienced such a level of blatant anti-Blackness since the 1950s-1960s. In addition to the resurgence of segregation-era acts of violence, there is also the glaring presence of white supremacy in government and the policies enacted therein. Violence against Black people has been normalized. Violence perpetrated by police against Black people has been normalized. Collectively Black people have begun to grow numb as a protective measure against the endemic violence and war against their existence.

In the 1961 piece, *"The Negro in American Culture"*, James Baldwin said that, "to be a Negro in this (United States) country and to be relatively conscious is to be in a rage almost all the time. So that the first problem is how to control that rage so that it won't destroy you." But what is left to be destroyed of a people, in a country, that for generations, has been systematically picked apart to the marrow, like the carrion of nightmares.

STATEMENTS FROM CAMPUS LEADERSHIP

Message from President Neeli Bendapudi:

JUNE 1 MESSAGE REGARDING OUR CARDINAL PRINCIPLES

Messages from the Provost and Deans

- Provost Beth Boehm, Dean of Students Michael Mardis, and Dean of the Graduate School Paul DeMarco
- Dr. David Owen, College of Arts and Sciences
- Dr. Todd Mooradian, College of Business
- Dr. Toni Ganzel, School of Medicine
- Dr. Craig Blakely, School of Public Health and Information Sciences
- The Commission on Diversity and Racial Equality
- The Commission on the Status of Women
- Dr. Amy Lingo, College of Education and Human Development
- Dr. Emmanuel Collins, School of Engineering
- Dr. Teresa Reed, School of Music
- Dr. Sonya Hardin, School of Nursing
- Dr. David Jenkins, School of Social Work



Contrast Between Two Viruses

by: G. Rafael Fernandez-Botran, PhD, Associate Professor, Department of Pathology and Laboratory Medicine

This year has been a challenge to the world. A few months ago, we celebrated the start of the new year, and life seemed to be taking its course. And yet everything changed. We are facing a pandemic, for the first time in

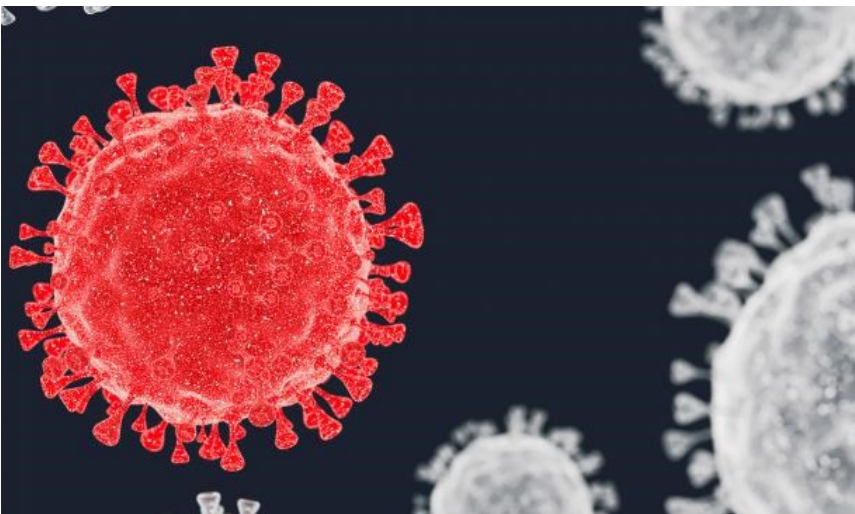
over 100 years. Plans, wealth, liberties, health and lives have disappeared from this world, already more than a million and counting. A virus that we had never heard of six months ago is now the main topic. A virus that may have arisen in part, due to our disrespect for nature, has come to show us

how insignificant we are, that there is no difference between countries, between rich and poor, between fame and ignominy. The virus seems to strike especially those who are weaker, due to their age or other illnesses. The world seeks an answer, a magic cure, that has never existed. We are looking for a vaccine that protects us and perhaps will make the virus disappear from the face of the earth, so that in the future it will be remembered only as a tragic brief chapter in world history. How convenient ...

However, in recent days, especially in the U.S. (although it applies to the whole world), the subject has been another type of "virus". A virus that has been present in humanity since its beginning. It has been endemic worldwide since the beginning of civilization. And that, although we deceive

ourselves that we have it under control, it never really has been. It is a virus that has caused more deaths in this world than any other disease. A virus that keeps many away from health, freedom, wealth (however little it may be), and above all, that leaves many without a future and without hope for a better life.

There are differences between these two viruses. The first cannot be seen, the second can. For the first vi-



rus, it is advisable to stay home, avoid contact with others, cover your mouth and nose, wash your hands. For the second, quite the opposite, we should point it out to our children, to our family, to our friends, to all of society, the more the better; we must not keep our mouth and mind covered, on the contrary, we must use our voice and open thoughts; and above all, we must not "wash our hands" when we detect its presence.

The first virus causes an exaggerated response from our immune system, causing damage to multiple organs. It is not the virus itself, but the immune response that causes the damage. The second, similarly, invades society, promoting rancor and hatred among its components. And it is that hatred, that causes the damage

to our society, to our countries.

The vaccine that will free us from the first virus is yet to be developed. An exposure to the attenuated virus or one of its parts should protect us from future contagion. The second, unfortunately, does not seem to create immunity, although we are exposed to "attenuated" forms of it from a young age. It is so often that we are exposed to these "mild or attenuated" forms, that we mistakenly think that it has already disappeared. Treatment for the former remains to be seen. The treatment for the second has always existed, but unfortunately, we may not yet know how to apply it. Educating our children and grandchildren to have an open mind, so that hatred or rancor don't perpetuate; respect for the essence of the human being; solidarity with those most affected; and to lend their voices to those who don't have it.

You may have guessed that the first virus is COVID-19. The second, perhaps, will depend on who reads this ... These days most will call it "Racism". Yet, others may also call it "Inequality", others "Oppression", many others "any ideology that is opposed to ours" and many other things And, perhaps everyone is right. I would call it disrespect for other humans, either because their skin is a different color from ours; because they are from a different socioeconomic level than ours; because they have another religion, another ethnicity; because they think in a different way from us; in short, because they are different from us. If there was ever a vaccine against this deadly virus, it would be called RESPECT AND SOLIDARITY.



UofL Health Creates Nursing Scholarship to Honor Breonna Taylor

To honor the memory of the EMT from Louisville, the UofL Health Board of Directors is creating a nursing scholarship in the name of Breonna Taylor.

The Breonna Taylor Memorial Scholarship Fund in Nursing will be a four-year renewable award. In choosing the recipient, preference would be granted to Black female who is a Kentucky resident. It will cover full tuition and fees. The fund is created with 100% participation by the UofL Health board members. It was announced today by members of the University of Louisville Black Student Union.

Taylor, who would have turned 27 today, was an emergency room technician at UofL Health-Medical Center East. She was killed in March by police officers serving a “no-knock” warrant at her home.

“Breonna was a member of our UofL Health family,” said UofL Health CEO Tom Miller. “We grieve her loss, but we are hopeful her legacy can inspire meaningful change. This scholarship is part of an overall commitment to ensure diversity in our workforce and develop ongoing plans to eliminate racial inequality in health care.”

UofL Health is a nonprofit health provider affiliated with University of Louisville. It is governed by an [11-member board](#).

UofL President Neeli Bendapudi said having unanimous participation from the board members in establishing the fund shows that Taylor’s life, while cut tragically short, continues to make a community impact.

“While I didn’t know Breonna, I have learned that she was a wonderful person and a health care hero,” Dr. Bendapudi said. “Our hope is that this scholarship will provide the opportunity for another phenomenal young Black woman to follow in Breonna’s footsteps.”

Anyone interested in supporting the Breonna Taylor Memorial Scholar-

ship Fund can visit give.louisville.edu/breonna-taylor.

“I am so appreciative that the University of Louisville, in partnership with the Black Student Union, will honor Breonna’s life through the creation of the Breonna Taylor Memorial Scholarship,” said Taylor’s mother, Tamika Palmer. “Breonna is smiling down knowing that there will be a path for students to pursue nursing degrees without accumulating student loan debt. Thank you to the university and its students for ensuring that Bre’s legacy will continue for generations to come.”





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Anti-Racism

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and

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