Dear Microbiology Department,

As the world begins to return to a new normalcy this quarter with the increased vaccination of our population, it is important for us to deeply consider what this normalcy really means, within our department and beyond. Above all, we cannot let any past apathy towards racial violence define this new normalcy. With this in mind we begin our newsletter with statements addressing the wave of violence towards Asian and Asian-American communities, as well as the continued police violence experienced by Black communities in the wake of the murder of George Floyd.

Table of Contents

Statement in support of AAPI colleagues
Statement about police murders and Chauvin trial
Diversity committee updates
Events/Goings on
  • In the department
  • At UW
  • In Seattle and beyond

Spotlight: UW Medicine Allies Dr. Jenny Hyde and Dr. Beth Traxler

Getting educated and taking action
  • Quick actions anyone can take
  • Suggested reads for spring
  • Suggested to watch this spring
  • Ideas for Professors


**Statement in support of AAPI colleagues**

We have been witnessing violence and threats of violence against the Asian community that have been heightened by the Covid-19 pandemic. Alongside the amplification of anti-asian rhetoric during the pandemic, Anti-Asian hate crimes in major US cities increased by 149 percent in 2020. This includes the recent shooting in Atlanta where six Asian women were killed. During the past year, Asians and those of Asian descent have suffered an increase in violence and xenophobia. We cannot stand by and ignore these threats, assaults, injuries, and murders fueled by anti-Asian discrimination and hate crimes. We condemn these violent acts and countless other aggression rooted in intolerance and hatred. The microbiology department extends its support to members of our community who are Asian or of Asian descent. For resources that provide support please look to the Resources section at the bottom of the newsletter. For more information on UW’s response, please refer to the combined statement of The Kelly Ethnic Cultural Center at UW Seattle, the Center for Equity and Inclusion at UW Tacoma, and the Diversity Center at UW Bothell. We also want to especially highlight the following events for our whole community or attend:
Tuesday, April 27, 2021, 6:00PM: **Combating Racial Animus Against the AAPI Community (livestream)**. In the third installment of Seattle University’s “The Conversations,” we hear from former U.S. ambassador to China and former Washington Governor Gary Locke, CEO of Treehouse Lisa Chin, and interim Seattle Police Chief Adrian Diaz. Journalist Joni Balter and Dr. Larry Hubbell, longtime previous director of the Seattle University Institute of Public Service, moderate an honest discussion with Locke, Chin, and Diaz about the possible causes of this disturbing trend—and offer suggestions on how we can make change around a problem that has a long legacy of harming our communities. With student questions led by Asian Studies Program Director Dr. Yitan Li, you won’t want to miss this essential and urgent conversation.

**Saturday, May 22, 2021 at 10:30 AM – 12:30 PM PDT:** **Asian American Women Rising: NOT The Model Minority.** Local experts of AAPI history and hate crimes will speak to the recent increased nationwide violence against Asian Americans and how to be an ally here in Seattle. Presented by: University of Washington's American Ethnic Studies (AES), APIA Faculty, Staff Association (APIAFSA), Comparative History of Ideas (CHID), Honors Program, Women's Center; Filipino Community of Seattle, OCA - Greater Seattle Chapter; Wing Luke Museum.

**Statement about police murders and Chauvin trial**

During the past few weeks we have also been witness to the senseless murders of Adam Toledo and Ma'Khia Bryant by the police. These murders coincide with the verdict of the Chauvin Trial; the police officer responsible for the death of George Floyd was convicted of second-degree unintentional murder, third-degree murder, and second-degree manslaughter. It is important to recognize that this verdict in no way signifies justice for George Floyd, his family, or the Black community. Justice would have seen George Floyd going home to his family alive. It is clear from the killings of Adam Toledo and Ma'Khia Bryant, two children, that this guilty verdict is not indicative of reform. As
UW President Ana Mari Cauce said in her recent statement, "no single verdict will solve the systemic and deep-seated racism that seeks to deny the humanity of Black and brown people with numbing regularity." We must continue to mobilize and take action whenever possible so that this reform takes place. Our thoughts are with the families of the victims and our Black and LatinX colleagues, your mental well-being is of the utmost importance at this time. For all allies, we must remember that education is never finished. In addition to fostering a welcoming environment for all our students, faculty, and staff, we implore everyone to continue their education on anti-racism. We recommend joining Seattle’s own Third Place Books’ Social Justice Syllabus: Policing & Protest and attending the following events:

**Friday, April 30, 2021, 11:45AM:** [10th Annual Stand Against Racism with Ijeoma Oluo](#). Join YWCA Seattle | King | Snohomish for a discussion about the negative impacts of institutional and structural racism at YWCA’s 10th Annual Stand Against Racism. Learn how we can move from declarations to change and take a stand against racism every day at this free virtual town hall with keynote speaker Ijeoma Oluo, author of the #1 New York Times best-seller, So You Want to Talk About Race. This event also celebrates the 10th anniversary of the Stand Against Racism in Seattle, proudly presented by YWCA’s People of Color Executive Council (POCEC) for more than a decade. Virtual doors open at 11:45 a.m., one-hour program begins at noon. Closed captioning will be provided.

**Sunday, May 2, 2021 - 2:00pm:** [Danielle Sered with Nikkita Oliver](#). This program featuring restorative justice activist Danielle Sered, in conversation with Seattle creative, community organizer, abolitionist, educator, and attorney Nikkita Oliver, was originally scheduled but then scuttled as most everything was with the onset of the pandemic. The subjects Danielle Sered addresses in her book, Until We Reckon: Violence, Mass Incarceration, and a Road to Repair (The New Press) are no less timely than when this book first appeared. Danielle Sered founded and is executive director of Common Justice, has worked for other related organizations, and long been active with various groups and coalitions seeking restorative justice. Nikkita Oliver is the executive director of Creative Justice, an arts-based alternative to incarceration and a healing engaged
youth-led community-based program. Presented by Town Hall Civics in partnership with Elliott Bay Book Company.

Please refer to the Education and Taking Action section for more ideas on actionable steps.

“We cannot and should not be silent or stand by. It bears repeating: Centering anti-racism and the defeat of white supremacy is the only way we will achieve full equality for marginalized people.”-Alphonso David (Human Rights Campaign President)

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**Diversity Committee Updates**

**Welcome to the Diversity Committee, Chelsea Stamm!** We are excited to have more post-doctoral representation in the committee than ever before. As always, if you are interested in getting involved with UW Micro Diversity, Equity, and Inclusion efforts, please email our chair Beth Traxler at btraxler@uw.edu.

**New to the newsletter:** Check out the bottom of the newsletter for newly added non-UW resources specific to Seattle and Washington area. This letter's resources focus on supporting our AAPI community members.

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**Events/Goings on**
Below find news, events, seminars, and gatherings centering on promoting diversity in our UW and Seattle community.

**Events in the Department:**

Starting spring quarter, several graduate students in UW Microbiology will be taking part in the first ever **UW Micro Science Support Network**, a peer-mentorship program organized by Dr. Michelle Reniere and Monica Cesinger and funded by their HHMI Gilliam Fellowship. This program hopes to foster a more inclusive and welcoming community for graduate students by pairing more experienced graduate students (4th years and above) with first year graduate students in peer-mentorship groups that will meet at least twice this quarter. If you are interested in learning more, please contact Monica Cesinger at cesinger@uw.edu or Michelle Reniere at reniere@uw.edu.

**Wednesday April 28th at 4 pm: Graduate Student DEI Content Club Monthly Meeting.**  
This month we are discussing the articles listed [here](#). Please [Use this Zoom to join](#). Reach out to Lyndsey Moore at lyndseym@uw.edu for more info.

**May 10th (Mon) 3-5pm: “Inclusive teaching and mentoring: A facilitated conversation for future educators in the Department of Microbiology.”** All graduate students and postdocs are invited to attend this two-hour session facilitated by instructional consultants Dr. Wei Zuo and Mihaela Giurca of the UW Center for Teaching and Learning. During this time, attendees will have an opportunity to examine ways to develop inclusive classes; explore and experience inclusive teaching & mentoring strategies; define microaggressions and identify strategies for responding to them; and identify resources to support you in inclusive teaching & mentoring. For More information, please contact Monica Cesinger at cesinger@uw.edu. [Zoom link here](#).

**Events at UW**
Collecting Queer Stories: The Q Center is creating a video illustrating the broad scope of the queer experience in our community and highlighting the unique perspectives of LGBTQ+ voices. You can participate by submitting a short video clip.

SafeCampus violence prevention and response training: In these ongoing trainings and pre-recorded videos, SafeCampus provides in-person and virtual training and online resources to support violence prevention and response at the UW. We believe that training is one vital component toward creating a safe and supportive UW community. Please see the link for descriptions of the different types of training available including Violence Prevention & Response, Tailored Department/Program, EPIC, & Remote.

Real Talk Tuesdays: GO-MAP and the Center for Communication, Difference, and Equity (CCDE) join together to organize Real Talk Tuesdays — a safe space to engage in real talk about issues that impact graduate students of color. Topics rotate every discussion and students are welcome to bring the issues they face as POC graduate students. RTT will be hosted virtually on Tuesdays via Zoom from 11:00 a.m.-12:30 p.m PST. Next real talk Tuesdays are May 4th, May 18th, and June 1st. For more info contact GO-MAP at gomap@uw.edu.

UW Counseling Center: Culture of Care: The UW Counseling Center is offering several Zoom sessions to help support the needs of students. Monday April 26th they are offering a Zoom on Restorative Justice; the purpose of this session is to help UW’s black students find ways to practice restorative justice and self-care in the midst of these challenging times. They are also offering an Outlasting the Pandemic: Mental Health Skills Workshop Series through Zoom. There are several workshops dedicated to specific topics during which a facilitator will provide specific skills to address and manage that health topic. Topics include: “Breaking Perfectionism” (April 27th), “Riding the Wave of Anxiety” (May 11th), and “Managing Uncertainty” (May 25th).

AFCEA: Ralph W. Shrader Graduate Diversity Scholarship Due April 30th. For the 2021-2022 academic year, scholarships of $3,000 will be awarded to full-time students (women and minority students), enrolled in their second semester and at least two semester-equivalent courses) currently pursuing a graduate degree at any accredited academic institution in the United States and living in the United States in an eligible major that supports the mission of AFCEA Educational Foundation. Expected graduation date cannot be in the year the scholarship is awarded. U.S. Citizenship is required for all applicants. Click the image above for more information.

On May 19, 2021 the University of Washington is hosting tribal leaders at the Office of the President’s Tribal Leadership Summit from 1:00pm to 3:00pm. The summit will be hosted via Zoom. To receive attend as an audience member, please RSVP here https://catalyst.uw.edu/webq/survey/dabraine/404973.
GO-MAP BIPOC Peer-to-Peer Mentoring Program. Are you a BIPOC student interested in being a mentor or a mentee? Then the GO-MAP BIPOC Peer-to-Peer Mentoring Program is for you! The GO-MAP BIPOC Peer-to-Peer Mentoring Program is a program designed for graduate students to gain and utilize their mentorship skills to support undergraduate students in their academic and non-academic successes. Because we know and understand that it can be difficult for BIPOC students to navigate a predominately white institution, our hope is for this mentoring program to help aid in the difficulties and inequalities that come with being a BIPOC student at the UW. Please reach out to Brittany Ulloa (bulloa@uw.edu) and Jessica Ramirez, with any questions (ir72@uw.edu)

Events in Seattle and Beyond:

Friday, May 7, 2021, 11:00am–12:30pm PDT: “What the Pandemics Are Teaching Us about Representation and Leadership in Research, STEM, and Recovery”, a seminar from the Gladstone Institute’s AMPLIFIED: RACE AND REALITY IN STEM Series. In this discussion and call to action, Tabia Henry Akintobi sheds light on the consequences of the pandemics and their root causes. She also proposes a path forward to prepare learners and leaders to advance population health through and past the pandemic. Register for this online seminar here.

Monday 4/12, 5/16, 5/17 at 6:30: Beyond Afrofuturism: Black Editors and Publishers in Speculative Fiction. Join us for a series of conversations featuring today’s Black publishers and editors of anthologies and magazines, aimed at expanding our understanding of the ways in which editorial roles impact the worlds of speculative fiction. Dates: 4/12, 5/16, 5/17. This series is presented in partnership with the Seattle Public Library and is supported by The Seattle Public Library Foundation. Featuring: Linda D. Addison (Sycorax’s Daughters), Maurice Broaddus (POC Destroy Horror & Dark Faith), and Sheree Renée Thomas (Dark Matter)

Saturday, May 22, 2021 at 10:30 AM – 12:30 PM PDT: Asian American Women Rising: NOT The Model Minority. Local experts of AAPI history and hate crimes will speak to the recent increased nationwide violence against Asian Americans and how to be an ally here in Seattle. Presented by: University of Washington's American Ethnic Studies (AES), APIA Faculty, Staff Association (APIAFSA), Comparative History of Ideas (CHID), Honors Program, Women's Center; Filipino Community of Seattle, OCA - Greater Seattle Chapter; Wing Luke Museum.

The end of the Muslim ban: This article from science outlines how the end of the past administrations Muslim ban is a boon for science in the states. However, many obstacles
remain for our Muslim scientists seeking to do research in the states, including classist policies around English proficiency exams for non-native speakers.

**Community Spotlight:**

The goal of this section is to showcase perspectives, accomplishments, and service by our UW Microbiology community members that exemplifies the goals of our diversity statement. Have someone you would like to nominate for a spotlight? Please send their info our way by emailing Beth Traxler (btraxler@uw.edu).

**Spotlight: UW Medicine Allies**

In this spotlight, we wanted to demystify the UW Medicine Allies program, which serves graduate students and postdoctoral scholars across the School of Medicine. Allies are faculty and staff who provide trainees with support during conflict with mentors and lab mates, assistance in navigating institutional barriers to success, and connection with institutional and community services. Allies stand in solidarity with trainees, so they don't have to face challenges alone. Questions on the Allies program should be directed to (Allies4SOM@uw.edu).

**What you can expect from an Ally:** Allies are trained to provide individualized support and seek to empower trainees in making their own choices. Allies are NOT part of any grievance or disciplinary process. Graduate students and postdoctoral scholars in the School of Medicine may seek support from Allies in any department/program. The faculty and staff who act as Allies rely on each other for expertise in navigating the institutional landscape; a team of Allies may work with a trainee to identify optimal solutions to challenges they face. Our goal is to respond to all requests for Ally support within 24 hours. Please be patient during the COVID-19 pandemic, however, as responses may take longer than usual.

**How to request an Ally:** If there are Allies you believe would be most helpful for your issue or with whom you feel particularly comfortable, please include their names. For appointments use the contact request form or meet with an Ally without an appointment during drop-in hours. The Allies also provide time each week when trainees can connect with an Ally for a private, one-on-one discussion. No appointment is needed. Drop-in Hours are currently hosted via Zoom.
sessions offered twice weekly. For the privacy of all trainees, the Ally will admit one trainee into the Drop-in Hour meeting for a one-on-one discussion. Trainees in the waiting room queue will be admitted when the Ally is not with another trainee.

- **Wednesdays, from 3 PM to 4 PM** – [Click to Connect to the Zoom waiting room]
- **Thursdays, from 11 AM to 12 PM** – [Click to Connect to the Zoom waiting room]

After you request an Ally, you can expect the following steps to take place:

1. **Intake:** The Allies Director or Member of the Allies Advisory Group will contact you and discuss your support needs.

2. **Consultation:** The Allies Advisory Group will match you with an Ally or team of Allies. You will be provided names of potential Allies for your review.

3. **Support:** An Ally or team of Allies will work with you to provide mentorship and support.

We asked for our current Microbiology Department Allies, **Dr. Jenny Hyde** and **Dr. Beth Traxler**, to share their perspectives on the program:
1. What do you see as the greatest benefit provided by the Allies program?

**Beth:** I think that the Allies program is powerful because it is staffed by people who understand the frustrations and rewards of laboratory research and who have significant experience working in laboratories. As researchers, we care deeply about our work, which leads many of us to take challenges and conflicts associated with our science very seriously. It is easy to feel uncertain or confused about how to manage conflicts. Most of us benefit from a fresh perspective and an alternative point-of-view when we are navigating challenging situations with our mentors or lab mates. In addition, there are also unfortunate situations that stem from more serious relationship problems—in those cases, the Allies can help connect vulnerable parties with other resources. The Allies consult with each other to help identify options, opportunities, and resources, as appropriate, for people across the School of Medicine.

**Jenny:** I think one of the big benefits of having the Allies program is having a network of individuals outside of a trainee's sphere that can provide support for trainees and also help trainees navigate situations that might be challenging or overwhelming to deal with on their own.

2. What is your favorite part of being an Ally?

**Beth:** I am proud to be a part of this group that diverse trainees learn to trust: working with someone as an Ally relies on substantial conversations, where a trainee explains the situation from their perspective. The Allies don't solve problems for trainees, but we listen, provide some perspective, suggest some resources and strategies for the trainee to consider. Some suggestions or perspectives are appropriate, some aren't, but the conversations that precede any suggestions are the critical component of the relationship. The trainees that I've worked with as an Ally over the last year have felt some relief from just having someone to talk to who did not dismiss or minimize their feelings. Especially over the last year with pandemic shutdown, many of us have felt isolated, disconnected, and unsupported, which can easily lead to conflicts at work (and elsewhere in life). The Allies provide one option to help manage those challenges and address those feelings in productive ways.

**Jenny:** I really enjoy learning from the other faculty who are also Allies - everyone has a different approach and perspective on any situation and sharing these experiences has made me appreciate the many ways in which we can support trainees as well as our colleagues.

3. What have you learned by being an Ally?
Beth: Remember that being a good Ally is primarily about supporting someone, rather than solving a problem for someone.

Jenny: I've learnt a lot about different ways to communicate with trainees which I feel I've benefited from.

**Getting Educated:**

We would like to highlight the following educational content for this fall quarter. For a more exhaustive list of UW resources related to promoting diversity and inclusion, please visit our website or the websites listed in the Resource Round-up below.

**Quick actions anyone can take:**

**Addressing AAPI hate crimes and harassment:**

- Learn about how to stop harassment as a bystander through [Hollaback!](https://www.hollaback.org)
- [Asian Americans Advancing Justice](https://www.aaij.org) have teamed up to do in hour-long [Bystander Intervention to Stop Anti-Asian American Harassment and Xenophobia](https://www.aaij.org/bystander-intervention) workshops. Check [here](https://www.aaij.org) for upcoming sessions.
- Donate directly to the families of the victims in the Atlanta spa shootings. Links to GoFundMe accounts have been included for families with less highly trafficked pages.
  - Suncha Kim
  - Xiaojie Tan
  - Yong Yue
  - Paul Andre Michel
  - Soon Chung Park

**Addressing the continued police violence towards black communities:**

- Donate supplies to the Brooklyn Center community.
Addressing barriers to diversity in STEM and efforts to dismantle these barriers:

Science communicator and activist Dr. Shean O-Boyle compiled a twitter thread list of research and resources useful for conversations about being LGBTQ+ in STEM. Importantly, these research articles outline how heteronormative assumptions can frequently “silence conversations about gender and sexuality in STEM workplaces,” adding to the systemic inequalities faced by LGBT professionals in STEM and affecting the retention of minority sexuality students in STEM. For more information on how to showcase and support our LGBTQ+ community members, we recommend checking out the organization Pride in STEM.

Fund Black Scientists: In this Cell Commentary, a nationwide network of BME women faculty collectively argue that racial funding disparity by the National Institutes of Health (NIH) remains the most insidious barrier to success of Black faculty and refocus attention on this critical barrier and suggest solutions on how it can be dismantled.

Read this Cell Voices article, a part of their series on diversity in stem. This time, the article focuses on the recruitment of underrepresented scientists.

Suggested reads for Spring:
Policing the Black Man: Arrest, Prosecution, and Imprisonment

By Angela J. Davis, Bryan Stevenson, Marc Mauer, Bruce Western, Jeremy Travis

A comprehensive, readable analysis of the key issues of the Black Lives Matter movement, this thought-provoking and compelling anthology features essays by some of the nation’s most influential and respected criminal justice experts and legal scholars. Policing the Black Man explores and critiques the many ways the criminal justice system impacts the lives of African American boys and men at every stage of the criminal process, from arrest through sentencing.
Minor Feelings

By Cathy Park Hong

This memoir-in-essays examines racial consciousness. Linking her experience to historical events, Park Hong explores what it means to be an Asian American woman today and how we can acknowledge emotions beyond one generalized experience.
Me and White Supremacy

By Layla F. Saad

Saad has gifted the world an unparalleled resource for digging up the deepest and most disguised layers of white supremacy. This book is best experienced as a journey, and the chapters are presented in bite-size lessons so readers can sit with the content, allow for introspection, and engage in essential conversations with friends and family members.

Suggested to watch this Spring:

Black Men in White Coats: Less black men applied to medical school in 2014 than in 1978 and black men have the lowest life expectancy in the United States. With only 2% of American doctors being black men, this comes as no surprise. This documentary dissects the systemic
barriers preventing black men from becoming medical doctors and the consequences on society at large.

Picture a Scientist: This film chronicles the groundswell of researchers who are writing a new chapter for women scientists. Biologist Nancy Hopkins, chemist Raychelle Burks, and geologist Jane Willenbring lead viewers on a journey deep into their own experiences in the sciences, ranging from brutal harassment to years of subtle slights. Along the way, from cramped laboratories to spectacular field stations, we encounter scientific luminaries—including social scientists, neuroscientists, and psychologists—who provide new perspectives on how to make science itself more diverse, equitable, and open to all.

Watch the NIH Diversity Supplements Workshop Seminar Recording for UW Scientists.

Ideas for Faculty:

Make your online presence more inclusive by adding your pronouns to your UW Microbiology website profile. Thank you to Dr. David Sherman, Dr. Michelle Reniere, Dr. Patrick Mitchell, Dr. Beth Traxler, Dr. Josh Woodward, and everyone else who has already done this!

Bring DEI into your seminars in three ways:

1. Invite graduate students to a panel after seminars that you give to talk about your background and path to professorship

2. Make a person’s efforts towards promoting diversity, equity, and inclusion part of the criteria for determining who you invite to give seminars.

3. Devote a slide of your next presentation to diversity and inclusion, whether that is talking about current service initiatives you are a part of, or perhaps discussing difficulties you have overcome and/or less conventional parts of your path through academia.

Check out UW Biology Professor Jennifer Nemhauser’s mentorship philosophy, as well as her podcast SRSLY, where she talks about her mentorship strategy, incorporating diversity
efforts into academic pursuits, and being of service. Consider developing a written document of your own mentorship philosophy to share with current and future mentees.

Attend a meet-and-greet Tuesday April 27th from 4:30 to 5:00 PM with prospective students who qualify for NIH Diversity Supplements. Sign up here.

Please consider if you are ANY of the following:

- Interested in advertising their eligible grants to students at the upcoming workshop
- Willing and able to mentor a Diversity Supplement applicant in the next 1-6 months
- Able to attend our NIH Diversity Supplement Workshop during the MEET AND GREET Session (Part III) on TUESDAY, APRIL 27TH from 4:30-5:00 pm PST.

I ideas for Graduate Students:

Connect with the GO-MAP Office: Seeking support or have questions about GO-MAP? GO-MAP and The Graduate School are encouraging students to request phone or video calls in place of in-person meetings. If you would like to schedule a time to chat with one of the GO-MAP staff, please fill out this form. Include the topic you'd like to discuss and a few dates/times you are available for a phone or video call.

Reach out to Lyndsey Moore at lyndseym@uw.edu for more info on our Graduate Student DEI Content Club. This month we are discussing the articles listed here. The next meeting is this Wednesday April 28th at 4 pm. Use this Zoom to join.

I Ideas for Postdocs:

Consider getting involved with the UW Postdoc Alliance, a community of postdoctoral researchers at the University of Washington with the mission to increase the diversity of research leaders in academics and other industries. We advocate for institutional support of
equity and inclusion, promote opportunities for professional development among our peers, and provide a community for social support and allyship.

Check out the resources for postdocs collected by Minority Postdoc.

Consider becoming a Diversity Volunteer for the National Postdoctoral Association, and check out their other DEI resources.

**Ideas for Staff:**

Check out the active inclusion resources for staff and faculty organized by UMass Amherst.

Check out the Staff Diversity Initiatives as collected and organized by UC Berkeley.

Read Why Staff Diversity Matters in Higher Education.

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**UW Resource Round-up**

**Support for AAPI community members:**

[Asian Mental Health Project](#): Founded by Carrie Zhang, this organization works to empower and educate members of the Asian American community in seeking and benefiting from mental health care through initiatives like crisis recovery planning and online community wellness check-ins.

[Project Lotus](#): This youth-led organization aims to “destigmatize mental health in Asian American communities by tackling the model-minority myth,” providing a wealth of resources.
for young Asian Americans who might be struggling with how to talk to family members about issues surrounding mental health.

**The National Asian American Pacific Islander Mental Health Association:** This nonprofit organization devoted to promoting the mental health and well-being of the Asian American and Pacific Islander communities offers resources that include lists of [service providers in all 50 states](#) and [mental health advocacy organizations](#).

Check out “A letter to my Asian women students looking for answers” written by Renée Cheng, FAIA, DPACSA, Dean of the College of Built Environments at the University of Washington

**Support for Black community members:**

**UW Counseling Center: Culture of Care:** The UW Counseling Center is offering several Zoom sessions to help support the needs of students. Monday April 26th they are offering a Zoom on Restorative Justice; the purpose of this session is to help UW’s black students find ways to practice restorative justice and self-care in the midst of these challenging times. They are also offering an Outlasting the Pandemic: Mental Health Skills Workshop Series through Zoom. There are several workshops dedicated to specific topics during which a facilitator will provide specific skills to address and manage that health topic. Topics include: “Breaking Perfectionism” (April 27th), “Riding the Wave of Anxiety” (May 11th), and “Managing Uncertainty” (May 25th).

Monday, April 26, 2021 2 PM - 3:30 PM : Restorative Justice Session facilitated by Charisse Williams. The session will be focused on helping support Black students by learning ways to practice restorative justice and self-care in the midst of challenging times. Participants will learn strategies to cope with racial and intergenerational trauma. This session and space are intended for Black students. Zoom: [https://washington.zoom.us/j/96561791745](https://washington.zoom.us/j/96561791745)

**Spotlighted Resources for Allies:**
How to be an Anti-Racist Ally from Plan International: Girls’ rights can’t be achieved unless racism is overcome. Be an active anti-racist ally by using Plan International's multilingual resources to educate yourself and stand up against racist violence and injustice.

Practicing Social Advocacy: tips and resources for social advocacy.

Encyclopedia Womannica from Wonder Media Network. In just 5 minutes a day, learn about different incredible women from throughout history. Join host Jenny Kaplan in learning about the stories of women you may or may not know -- but definitely should.

Pronoun Guide: This guide is created to help anyone learn how to use people’s correct pronouns, what pronouns are, and how to help foster more inclusivity. The resources are produced by GLSEN.

Keeping our community accountable

School of Medicine Allies

Allies are faculty and staff who provide trainees with support during conflict with mentors and lab mates, assistance in navigating institutional barriers to success, and connection with institutional and community services. Allies stand in solidarity with trainees, so they don’t have to face challenges alone. Drop in hours are available with Allies by Zoom every week:

Wednesdays, 3-4 pm Zoom Link

Thursdays, 11 am – 12 pm Zoom Link

Report bias at UW: Report all incidents of bias or suspected bias using the UW's bias reporting tool, which was created in partnership with the Office of Minority Affairs and Diversity, the Office of Student Life and the president's Race & Equity Initiative.

Office of the Ombud: an absolutely confidential mediation process to discuss literally any challenging situation, consider options, and develop a plan for the future.
**UW Compliance and Risk Services**: Professional services and thought leadership in substantive and structural compliance, risk financing, risk consulting, and claim and litigation management to all University of Washington academic and administrative units.

**UCIRO**: The University Complaint Investigation and Resolution Office (UCIRO) investigates complaints that a University employee has violated the University’s non-discrimination and/or non-retaliation policies.

**Office of the ADA Coordinator**: consults and assists members of the University of Washington community with concerns or inquiries regarding the Americans with Disabilities Act and Section 504 of the Rehabilitation Act,

**Title IX Investigation Office**: responsible for investigating complaints that a University student engaged in conduct that violates any of the sexual misconduct provisions of the Student Conduct Code, including sexual assault, sexual harassment, sexual exploitation, indecent exposure, relationship violence, stalking, and domestic violence.

**Student Legal Services**: an on-campus law office that provides a safe and confidential space for all UW-Seattle and Bothell students who have legal questions or concerns. They offer free 40-minute consultations on a broad range of issues.

### Centers for support at UW

**UW Food pantry**: provides UW students, staff, and faculty with supplemental, shelf-stable groceries and seasonal fresh produce for no cost. Anyone with a Husky ID is eligible to receive support.

**UW Emergency Aid**: Emergency Aid assists students who are experiencing unexpected financial hardships that may disrupt their education or prevent them from earning their UW degree. Aid may come in a variety of forms, including grants, loans and/or campus and community resources.
UW Childcare Assistance: The Childcare Assistance Program (formerly known as Student Parent Resource Center) is designed to assist UW Seattle Campus students in covering the costs of licensed childcare for their children (ages birth – 12 years old) while enrolled in an eligible program of study.

Undocumented Student Resources: provides support services for undocumented students throughout the various stages of their Husky Experience.

Leadership without Borders: provides leadership development resources, meeting space, artwork, a textbook lending library, and an atmosphere designed to provide both aspiration and inspirational aspects for multi-ethnic, multi-identity, and multi-national communities.

Q-center: professionally-supported resource, advocacy, and mentoring center for queer students and concerns at the University of Washington. It provides consulting for various departments on campus with regards to bolstering safety and respect for queer students, and also coordinates numerous programs, social organizations, and educational initiatives.

Native and tribal relations: centralized collection of the Native-focused resources available on the University of Washington’s campus in Seattle.

Disability resources for students: request accommodations and/or auxiliary aids due to a disability or temporary health condition.

Student Veteran Life: centralized services and programming that supports student veterans and their dependents in their academic endeavors.

UW Latino Center for Health: Travel grants available here! Performs and aggregates community-engaged research to promote impactful improvements in the health and well-being of Latinx communities in Washington state, regionally, and nationally.

Women’s center: organization where women and men collaborate to build a culture of gender equity campus-wide, locally, and globally. The center emphasizes supporting girls and womxn
who are first-generation to higher education, returning or non-traditional students, and aspiring leaders on their academic and career paths.

**UW DC center:** UW’s Disability and d/Deaf Cultural center hosts events and workshops focusing on social justice and activism, as well as a space where students can study, organize, rest, or hang out with fellow students and other community members.

**UW Ethnic and Cultural Center:** the largest college cultural center in the nation, offering guidance to individuals and organizations, opportunities which aim to enhance leadership development, and a series of dynamic discussions, workshops and presentations which help students explore contemporary issues of social justice and change.

**The UW ADVANCE Center for Institutional Change:** a campus and national resource for best practices in academic leadership development, cultural change and policy transformation, and increasing the advancement and number of women faculty in STEM fields.

**The Office of Minority Affairs and Diversity Instructional Center:** promotes the academic achievement, retention and successful graduation of under-represented minority, first-generation college and economically disadvantaged students and to improve their chances of gaining admission to graduate and professional schools.

**The Washington Institute for the Study of Inequality and Race (WISIR):** is an interdisciplinary research center at the University of Washington dedicated to bringing the tools of critical theory and contemporary social science to the analysis of social, economic, and political inequality along lines of race, ethnicity, gender, sexuality, and class.

**The Indigenous Wellness Institute National Center for Excellence** has a mission to marshal community, tribal, academic, and governmental resources toward innovative, culture-centered interdisciplinary, collaborative social and behavioral research and education.

**The CCDE (Center for Communication, Difference, and Equity)** strives to be a space where our community of students, faculty, staff, and alumni gather to promote greater equity. Through research collaborations, networking opportunities, action-oriented classes, mentorship programs,
and community events we engage in dialogue to think critically about race and its intersections, to interrupt privilege, and ultimately to change the structures of power around us.

PR2ISM is an educational development initiative designed to foster diverse careers in STEM. The overarching goal is to explore and share best practices in STEM instruction and research activities through team-based learning and action.

Affinity/allyship groups at UW

**UW SACNAS**: The mission of SACNAS is to encourage Chicano/Latino and Native American students to pursue graduate education and obtain the advanced degrees necessary for science research, leadership, and teaching careers at all levels. This is the link to the UW Chapter.

**GO-MAP**: Works with graduate students, faculty and staff to strengthen and maintain campus diversity while enhancing academic opportunities for graduate students of color and encouraging scholarship and research that explores cultural diversity.

**The AISC**: a University of Washington Inter-Tribal organization which exists to promote Native culture, education and Native students’ interests, needs and welfare.

**Black Student Commission**: provides students of Black/African heritage with a cohesive community at the University of Washington, while creating and maintaining a positive environment with resources for the students to achieve academic success.

**La Raza**: promotes the empowerment of and education about the diverse intersecting identities within the Latinx/Chicanx community at UW. La Raza’s constituent organizations are UW Registered Student Organizations (RSOs) that work toward the empowerment of Latinx & Chicanx communities.

**SARJE**: Scientists Advocating for Representation, Justice and Equity is a UW Student RSO with the mission to “engage our local scientific community in the work of promoting racial and
social justice to improve outcomes for people of color, women, and other marginalized people in science and promote a diverse future for our field."

**Affinity Groups and Support in Seattle for AAPI Communities:**

**Seattle Asian Americans/Pacific Islanders in Philanthropy (AAPIP)** is a national membership organization dedicated to expanding and mobilizing philanthropic and community resources for underserved AAPI communities to build a more just and equitable society. Our core members include staff and trustees of foundations and other grantmaking entities as well as individual donors and philanthropy-serving professionals.

**United Territories of Pacific Islanders Alliance**, also known as UTOPIA is a queer and trans people of color-led, grassroots organization born out of the struggles, challenges, strength, and resilience of the Queer and Trans Pacific Islander (QTPI – “Q-T-pie”) community in South King County. Since 2009, UTOPIA has worked with QTPI leaders to create a safe, welcoming, supportive, and vibrant space for members of our community to address basic needs, build pathways toward new expanded career and life opportunities, foster a sense of common purpose, and advocate for social justice, education, and overall wellness among members of the Pacific Islander LGBTQI community. We also seek to build trust and common ground as a convener and bridge-builder between the Pacific Islander community and the LGBTQI community, who often share many of the same issues and concerns.

**Japanese Cultural and Community Center of Washington**: A lively, intergenerational gathering place and destination in the Pacific Northwest, where people of all backgrounds learn Japanese language and traditional arts, celebrate Japanese and Japanese American history and culture, and build intercultural understanding.

**Chinese Information and Service Center (CISC) - Seattle**: They support immigrants and their families by creating opportunities for them to succeed, while honoring their heritage.

**Filipino Community of Seattle**: Founded in 1935 as a social organization, the Filipino Community of Seattle (FCS) has evolved into a not-for-profit social service charitable organization serving the Filipino and other communities in Greater Seattle.
Korean Community Service Center of Washington: is a trusted partner that, through collaboration, advocates for a stronger, healthier, more altruistic community by inspiring people and mobilizing resources to meet the needs of Korean-Americans and other API population of the greater Pacific Northwest region.

India Association of Western Washington operates in Western WA with the following objectives: To address basic, urgent, and emergent needs of the Asian Indian community; To address cultural taboos, stigma and hate by engaging in thoughtful conversations and actions; To provide community youth opportunities to engage in advocacy and leadership while addressing mentoring, social-emotional development; To provide community youth a platform for advocacy, leadership, organizing while creating awareness; To encourage and foster those activities that improve mutual understanding and appreciation between the Indo-American community and the mainstream American community; To establish and serve as a non-profit, charitable institution under the General Non-profit Corporation Act.

Kandelia (formerly Vietnamese Friendship Association), previously known as VFA, is a 501(c)(3) nonprofit community organization providing direct programs, opportunities, and tools to address systemic inequities so immigrant and refugee families and communities can thrive without having to compromise values, heritage or ethnicity. Leveraging our convener model and years of experience rooted in the Vietnamese community, we center youth in our work—championing and building them up so they can be their full authentic selves.

Asian Pacific American Coalition for Equality is the only and longest standing pan-Asian organization solely focused on civic engagement year-round.

Asian Pacific Islander Coalition Advocating Together for Health (APICAT): Building healthy Asian American, Native Hawaiian, and Pacific Islander (AANHPI) communities through leadership development, education, and advocacy. While advancing policy, systems, and environmental change to ensure equity and social justice.

Japanese American Citizens League Seattle: unafraid to tackle difficult and, often, controversial issues related to the wartime experience of their community and other civil rights issues.

Organization of Chinese Americans Greater Seattle Chapter: Formerly known as the Organization of Chinese Americans, OCA was founded in 1973 with a vision of uniting Chinese Americans across the United States into one representative voice. Today, OCA has transformed into a national organization dedicated to advancing the social, political, and
economic well-being of Asian Pacific Americans in the United States.

**International Community Health Services** provides culturally and linguistically appropriate health services to improve the wellness of diverse people and communities.

**Northwest Immigrant Rights Project (NWIRP)** promotes justice by defending and advancing the rights of immigrants through direct legal services, systemic advocacy, and community education.

**Helping Link - Một Đầu Nối**: On a mission to empower Vietnamese-Americans’ social adjustment, family stability, and self-sufficiency while nurturing community service and youth leaders.

**Kin On**: takes a true whole-team approach to helping our Asian community age well at home or thrive in our residences. We do this by offering a culturally sensitive continuum of care. If Kin On doesn’t offer a solution, our Care Navigator Team will work with you to find one.

**Korean Women's Association** provides multi-cultural, multi-lingual human services, regardless of race or ethnic background, to diverse communities through education, socialization, advocacy, and support.

**WAPI Seattle Community Services** : The purpose of the task force was to address alcohol, tobacco, and other drug use in the AAPI community.

**API Chaya** empowers survivors of gender-based violence and human trafficking to gain safety, connection, and wellness. We build power by educating and mobilizing South Asian, Asian, Pacific Islander, and all immigrant communities to end exploitation, creating a world where all people can heal and thrive.

**Asian Pacific Islander Community Leadership Foundation**: a community-based, nonprofit organization that trains and supports the leadership of Asian Pacific Islanders (API) with a commitment to social justice, community empowerment and public service.

**Southeast Asian American Education Coalition** : a non-profit organization located in Washington's South Puget Sound dedicated to advancing the educational empowerment of Southeast Asians.
**Hmong Association of Washington**: on a mission is to preserve and promote the culture, advocate for the Hmong people, and promote education in the community. We are also inspired to provide effective services and programs that improve the lives of our diverse Hmong community in WA.

**Seattle Mongolian Youth Center**: a welcoming resource, and a center that seeks to improve the quality of life for members and their families. SMYC offers a variety of educational programs and partnerships that include language, art, culture, music instruction, community-based leadership, healthcare, and community-building workshops. SMYC has gained recognition and trust in the Mongolian community as a volunteer-driven organization with a full working-board.

This is not an exhaustive list. Please check out [this article](#) for more!