

TW for Ep 7:

Police brutality

Racism

Tone policing

Victim blaming

Gaslighting

Transphobia

Homophobia

Death

Karel Green 0:00

Welcome back to the POCSquared podcast hosted by Sehher, Pruthvi and Karel. Today's episode is about how to hold discussions about race in formal academic settings without harming those affected by it, but please be aware that the following topics are discussed: Police brutality, racism, tone policing, victim blaming, gaslighting, transphobia, homophobia, and death. The transcripts and show notes for this and all episodes can be found on our website, www.poc2.co.uk. That's www dot POC then the number two .co.uk. And if you have any comments or questions, we can be found on Twitter and Instagram at POCSquared, that is POC, and then the word squared, no spaces. You can also contact us via email POCSquared@gmail.com. That's POC, then the world's squared@gmail.com. With all that said, we hope you enjoy the episode.

Today's episode is basically about how to like, talk about race and hold ethical debates about race in academic settings. But I did want to stress before we even started speaking, that we came up with this idea for this episode before everything happened. It's currently June 6th, okay? And this is not an episode about how we should be ethically debating race instead of rioting. The riots are valid and should be happening and the police should be defunded. They don't deserve any money and every police man can choke and I don't care about any of them...

Pruthvi Mehta 1:48

I'd like to say bleep cops, bleep all cops, especially whatever cop you're related to bleep them too.

Karel Green 1:53

Yeah. And I'm gonna have to bleep out the word police and cops throughout this entire episode so that's gonna be great because it's obscene. But yes, this is strictly about academic settings. And this is for like white lecturers, and white academics, not the dying undergrads who are trying to ask for help. Like, this is what you should be doing to help them not, not anything else. So that is the first thing to say about this episode. But yes, how to talk about and have an ethical debate about race, in STEM, in academia.

Pruthvi Mehta 2:30

I'm thinking back to when I've had to do it. And it's like, you know, important to do, at the same time, you want to avoid doing it at all costs, like I'm a big fan of keeping stuff superficial and fake and just swerving anything political with like housemates and colleagues and professors. Just swerve. But sometimes you do have to have debates about race. I don't know I'd probably say just like, as always, I'm going to say your silence will not protect you. So if you have something you need to get off your chest, just say it.

Karel Green 3:05

Yeah, so the idea for this, and there's like two sides. So I'd agree with Pruthvi and say that if you are like a person of color, you are oan undergrad, or like not an academic, or no, just actually, any person of color. Like you said, your silence will not protect you, you are gonna... like if there is a problem, you are going to speak up and help because more than likely, there is not many of us, especially in STEM, and you are going to have to like, speak up and talk about yourself. You have to get the help you need. But the idea for this really came to me, I was watching the news, unbelievably. And there was a woman on it and I can't find the clip. I'm really desperately upset. I can't find this clip. Good luck trying to find it for the show notes., Pruthvi. I don't know if they even uploaded it. It's BBC. But she was talking about how more and more often, I don't know what field she was in, but you know, she was a black woman. And she was talking about, like how race affects her in whatever she does. And she was talking about more and more often how when she goes to places to talk about race to decolonize, or to just help, she is met with somebody who is actively racist to debate about race. And the key thing about debating race is that it isn't a debate. You can't because the problem with that right is that what it does is it legitimize the view that being racist is like a reasonable view to have. And it is thought and having somebody say, hey, this institution is racist these things needs to change, like the racism is systematic and blah, blah, blah. And then having somebody else say that, no, it isn't, or who is actively racist is not like a reasonable view to have. I know, when you think of the debate, you need to have both people on both sides so you can hear everybody's thoughts and opinions. But not with racism, you have actively anti racist or nothing else you can't bring in a racist and have them speak about race and, and think that that's okay. So I guess that's what I'm here to scream about for the next hour.

Sehher Tariq 5:16

Yeah, I think it's a it's a huge problem in in media especially that they think that they need to have the other side there so there's there's this one panel show that I don't watch it actively I just get clips on coming up on my Twitter and they they talk about race a lot. And I think particularly there's a there's a writer called Afua Hirsch. And she's really good, she's great. But whenever she goes on to these debate programs, you can see the... like she's just drained because she's like, one One woman of color on the table arguing with four other people who are basically just like I wouldn't say like they're being blatantly racist. They're like... so they'd be discussing something that... racist that happened and then the other person will be like, okay, so yeah, they were racist, but they don't deserve the consequences that they get. So like, on

Twitter people will be like, bombarding them with like, Why are you being racist? They should be you know, hashtag canceled or whatever this this, all of that. And then she'd just be like, well, it's all wrong. They deserve consequences. And then the other people will be like, no, that they don't deserve that, they deserve like to be educated and whatever. But you've had time... these people have had time to be educated, so it'll be like some old guy from the BBC who's I think we've mentioned this before like there was one clip about... Oh what was he called there was one BBC presenter when Megan Markle had had her baby or was about to give birth something like that, and he posted a picture of a chimpanzee, I think it was, and like, that's a blatantly racist image to associating with with a child who, who has like, as Black Heritage and then they're debating like, Oh, she shouldn't, he doesn't deserve to be fired for this. And then she's just there and she's just so drained because she's so sick of having to argue with these people that that, you know, this imagery is racist. There deserves to be consequences. But these people like no, they shouldn't have. I know I keep repeating myself, but it's just like, I just hate seeing how drained these these people of colour and these women of colour get on these panels shows when they're trying to argue their case like this shouldn't be... There shouldn't be this like this tiredness of having to legitimize yourself. Like...

Karel Green 8:28

I've found the link in the show notes because I... I've found the exact link and I know exactly what you want. And that was so messy.

Sehher Tariq 8:37

Yeah, like you shouldn't have to be so tired about debating whether you're legitimate or not, and whether people should be, you know, have consequences for being racist. Like why is that so hard that that someone should have something happen to them like it's it's a blatantly wrong thing and you can ask somebody if racism is wrong, and they will say yes, but then when it comes to someone white who said something racist, like why? Why does that obvious answer of no, not translate?

Pruthvi Mehta 9:15

Hmm, yeah, exactly. And like, I feel like it also just like we've had so many experiences like that, like, you know, I mean, personally, when we were like studying together, we'd have like conversations and like group chats and stuff with people, with white people who were like, very, very concerned about, like, tone policing of the way we were trying to explain stuff to them. Right. And because it wasn't palatable to them, they would get, like angry, and they're like, well, you should have phrased it nicely and we would have listened to you and it's like, that's not that's not fair. Because it's, you know, it's not like as women of colour, we should be doing the work like, first of all, they should be educating themselves anyway. But when we when we take the time out of our lives to make them sit down and listen, right, they should listen and not fret about Oh, you said it this way and it made me sad. And now I don't really like you. And it's like, you know, it's not, that's not the point. The point is, we're taking time out of our lives to educate you. Respect our tone. I don't

care how it sounds, right. Like, it's just just so tiring to be tone policed all the time, because it makes you question the legitimacy of your own viewpoint and makes you feel bad when you literally haven't done anything wrong. In fact, you've done the opposite.

Karel Green 10:37

Yeah, you are a victim.

Pruthvi Mehta 10:40

Yeah, exactly. Exactly.

Karel Green 10:42

And so... I was... So I'm looking in next in the show notes. And basically, yes, saying, like we wrote before, it's like, placing one like person of color. And we were talking about this because it's like, it's not even just person of color. A lot of the time it's like one black person, one black woman and like placing one black women in a hostile space and then requiring them to explain the injustice of racism makes you complicit in that injustice. Because I... It was I found need that link that Hirsch tweeted where there were people that were gaslighting her, tone policing her, being rude like acting like she's being a child but oh he didn't mean it like that dear like it was really really disgusting the way they talked to her and this environment included like an Asian man like always just like... A lot of the time, obviously it is just one person of color again wrecked but like it's even within that. There is like, times of anti blackness and things like that and yeah, like you were saying, Pruthvi, like we've literally experienced it a lot where people get angry at you calling them racist as opposed to the thing that they actually did. You could be like, "hey, you did this thing and that makes you a racist". And then their response is "How dare you call me racist?". Not "Oh, I shouldn't have that thing", and it's really gross. And this is not. Yeah, this isn't just like undergrads and things. This is like actual lecturers and people within positions of power to their undergrads of colour. And it's not right. And that's not how you debate racism because especially with debating racism, right? It's not only that are you asking these people to speak, that they are the victim. That's like somebody named Karen, because we... I love that meme, somebody named Karen saying that murder is bad. And not only do I say "Actually, we need to hear a murderer its point of view in it". I get a murderer specifically kills women named Karen to debate her. Okay, because it's not affecting me. My name isn't Karen. Right? But it would affect her because that murder and be like, I'm going to kill you because your name is Karen right. And that's the like, I know it's a crazy other metaphor, whatever. But like, that's what racism is because they're bringing in people to debate racism who... But they're not getting affected by it because they're not going to come after them, they're white? And it's, it's really terrible to see like, again, it's it's all over the place. It's in the media, it's in entire parts of our society, it's just really strange thing that that gets let off a lot of the time. And the fact that we have to actively battle it, to even get it brought up is really, really, really crispy. And I don't like it.

Pruthvi Mehta 13:28

Yeah, it's almost, it's almost like you have to sort of... you're always... You can never first of all believe the experience of the person of colour talking that their lived experience that something that some white person said is racist, right? They're never there to believe that on the spot or are mostly never there to believe on the spot. You have to bring explicit proof and stuff. Whereas, you know, white people think the idea of proof for their argument, which is that it isn't racist, is that you know, the dictionary definition of racism and that's it. Like that's not how that works, and it's It's really messed up again. It sort of stems from this viewpoint that the word... you know you can't just throw around the word racism, it's such... it's got such meaning, you're dimming down the the intensity of that word by using it willy nilly and this is always said to people of color, like no if a person of colour says something is racist you have to you have to believe their lived experiences because there are literally people of color who have gone through it right like I don't like this idea that you can only use the word "racist" when it's absolutely overt and extreme racism right because we

Karel Green 14:36

Yeah...

Pruthvi Mehta 14:36

We've talked about how systemic racism exists and how it continuously like pervades everything and how like racist microaggressions exist as well. And you know, calling it... because it's a microaggression doesn't mean it's any smaller, still racist, right? The term racist applies to many things. It's not just overt you know, slur yelling stuff. And yes, that's just something that needs to be brought up.

Karel Green 14:59

Yeah. There's a lot that I'd like to pick up on there. One thing that I remember seeing on our Lord and savior, Twitter, as usual, was the... how the word microaggression has been, like, wrecked over time. Because it's not the feeling that the person receives that is the micro part of microaggression, it's like, what the person has done. So, like not... So say I experienced the microaggression, the way I feel is not the micro part. And the way that that affects me is not the micro part. But it's like, the way that the person who did the microaggression to me acted towards that aggression, like in their mind, it's not even something they think about, that's the micro part. Over time sight loss that meaning and that really stresses me out. But yeah, another thing exactly I wanted to talk about especially, was how you said you mentioned like bringing specific proof. Yeah, we had this I remember this, Sehher, when we did the the long table at Queen Mary. And there was a... there was an Asian guy and some... a black girl was talking about her experiences and mentioned some something and he was like do you have the exact study on you that proves that and it's just like you know what, the idea that if you want to prove something racist you have to bring like you said exact proof, but they don't have to bring exact proof that it literally isn't is a type of racism.

Pruthvi Mehta 16:25

Yes, yeah, exactly.

Karel Green 16:26

If anybody wants to say this is explicitly not racist. Show me proof that it's racist you know, by all means do, but you have to have proof that it isn't, like you can't just expect that from someone. The default norm that everything is not not racist, like some things are, you don't have to prove there is true. They just are and it's again, like the idea that some people have to some people, people of color, have to bring explicit proof all the time is just again, another form of oppression and very gross.

Pruthvi Mehta 16:56

Because racism exists in the world systematically, right? That's why you don't have to bring proof that something is racist because it exists and by virtue of existing is racist, right, if that makes sense. And like I think another thing to talk about is like, how when you get apologies from the same... same white people have regarding what they've said. It's sort of like you have to always look at the wording and the wording is a lot of the time always, you know, I'm sorry, this made you feel that way.

Karel Green 17:23

Oh...

Pruthvi Mehta 17:25

Sort of like gaslight-y, like, basically kind of inverting the effects of those words on the person who they were directed to, you know, blaming the victim for having feelings regarding that instead of actually apologizing for what was said.

Karel Green 17:40

Yeah...

Pruthvi Mehta 17:41

Because you know, apologize saying I'm sorry, and then I'm sorry, you felt that way. It's very different. It's structurally very different.

Karel Green 17:48

Yeah, I'm sorry, I stabbed you. I'll know I'm sorry that you felt bad about getting stabbed?

Pruthvi Mehta 17:54

I'm sorry you fell into my knife. Yeah, basically like,

Karel Green 17:57

Exactly. What's the difference? Yeah.

Pruthvi Mehta 18:02

Yeah I know that was sort of like a kind of like divergence but I had to bring that up because it's something that is touted loads of times and at the end...

Karel Green 18:11

And I've just put it in the show notes and I think if I remember I'll tweet it out when we release this episode, but there is a put like this like a pyramid like a hierarchy of like socially acceptable white supremacy and racism.

Pruthvi Mehta 18:26

Oh, I saw that I love that. I love that pyramid. It shows like reverse racism...

Karel Green 18:32

And it shows like the overt racism that white people don't Okay, yeah, you can say the word racist. And then all the other sort of covert systematic racism, you know?

Pruthvi Mehta 18:43

Under the line.

Karel Green 18:45

Under the line that are all literal things like, yeah, covert forms of aggression towards people of color, but if you call racism racist, they'll get really angry. And

Pruthvi Mehta 18:57

Yes.

Karel Green 18:57

...Moaning that you're throwing the word around willy nilly. And two things, first of all, like, obviously, people of color don't just throw the word around willy nilly. It's because if White people have their own version they would, so they get stressed about it, and like Second of all, like I'm literally black, right? If I want to throw the word racist around willy nilly, am I not allowed? Like, like where like my ancestors have suffered enough, can I not? I cannot believe in the year of our Lord Cthulu 2020. Right. There are still white people thinking that of all things they could tell me what to do about racism, like, be quiet. That's all shut up.

Pruthvi Mehta 19:38

And I'm trying to like shift into the whole realm of academia now, I just want to talk about the whole idea behind deplatforming. Muh free speech rhetoric, right because you see, all right people. So basically, if you have a university who deplatforms, an individual like a guest speaker or something or guest lecturer for very good reasons, right, such as, homophobia, transphobia, racism etc. And you know, it can either be the actual institution banning it or more likely pressure from the student body, you know, ie protests, etc, stuff like that right? on the idea that because they're not... that this person has been, you know, stopped from speaking and stopped from spewing this violently, like vile rhetoric, right? It's omehow an affront to the whole concept of freedom of speech is very, very sinister. Because what you're saying, when you do that what you're saying when you say make... When people make statements like that, is basically saying, you know, no matter the people that

get hurt, no matter the minority groups, like get actually affected by these words. It's better to just, you know, allow people to say some horrible stuff than to actually protect the lives of those people. And that's really quite scary when you think of it. There are lots of people who consider themselves left leaning right, who consider themselves part of the left who do not understand the whole concept, that free speech in quotation marks doesn't trump everything, especially if it's racist or homophobic or transphobic? Right? They don't. Because they're in that moment actually not considering minority's feelings.

Karel Green 21:24
Yeah.

Pruthvi Mehta 21:25
Because there have been so many instances of public figures who have done who have like, had talks at institutions all across the country, like whole last tours of disgustingness, like Katie Hopkins and Milo Yiannopoulos, right, who I you know, I don't want to say the names because like, I mean, Milo's kind of faded from public life because he's gotten really poor because no one's buying his garbage books and stuff. Which is great. Love to see it.

Karel Green 21:53
Exactly.

Pruthvi Mehta 21:54
Yeah, like, I remember that was just one instance at a university in the States where Milo went to erm talk and like actually was mocking a student like a trans, like a transgender student in you know, like, he was like, passing trying to pass as their preferred gender right.

Karel Green 22:19
Yeah,

Pruthvi Mehta 22:19
And the, like Milo actively like mocker her and what she was wearing and how she looked in front of the entire student faculty, while that was in attendance, you know, while talking, it's so weird that some people have this cognitive dissonance if you... there's a difference between like words, the value the meaning of words, people getting hurt, and you should be able to say anything positive. Right? Because this is an instance of like, one particular student's face on the screen being targeted by the speaker. And people still like oh if you deplatform him it's muh speech and no, you know, you're banning freedom of speech. It's like no. Like the this this disgusting, vile man actively targeted an actual student at the University he was talking at and you expect, you expect me to believe that this has no correlation to that person actually getting hurt like No, God. It's so bad. It's so bad. There's so many instances of this.

Karel Green 23:18

Yeah.

Pruthvi Mehta 23:18

And I think deplatforming now is becoming more of an actual, like, valid, valid position in the eyes of society to take right? You see the deplatforming more and more, which is a really good thing and it's because of continuous grassroots movement by students protesting at these garbage events, right? That the universities have caved and it's like, it's upsetting it's taken this long.

Karel Green 23:40

Yeah, exactly. Like um, so two things like a lot of deplatforming is like self care. And mostly you have to like, protect yourself from things like that. Like not to be dramatic. And I know this is a very small example, but like, on my Twitter, I have like 927 blocked accounts as of today, and I've muted like 150 words because people will just like tweet the worst things right? Like victims of like police brutality and like black people just getting destroyed, I'm literally black so I'm out here, you know, I fight against this every day but I don't need to see like the body of a dead person like on my Twitter feed and I actively like mute those things and yeah just like thinking back to when I was young and didn't know much about anything and thinking oh you know I'd love a TV show starring black people and then saying stuff like that in secondary school and getting the words "oh you should watch like Roots" or something which is like graphic and true to real life example of the slave trade but also 14 year old me who was watching like Looney Toons and whatever else was on and weeb garbage, did not mean that I wanted to watch Roots like I wanted something nice like God forbid. God forbid my feelings like you said be taken into account. And then like the other thing I wanted to speak about and I know we experienced this every day and we sort of built POCSquared around this but it should not be on the shoulders of the marginalized group to placate the group that doesn't like them and educate them. We do POCSquared, well you know, we started POCSquared because we needed help, we went for help and the help we needed just did not exist, right, especially women of color. And then we do this because we believe in it right, but like, by rights, it should not be off on us three women of color to explain racism to everyone. Right. And it mainly annoys me because it's like I did not emerge from my mother's womb with all of this critical analysis of race and race and how it relates to STEM and stuff like that. These are all things that I had to learn because if I didn't, I just couldn't continue on in the life that I wish to have that white people could have without learning about this, right? And then for institutions, again, to just not know anything about this, and not go and learn. Like we learned that how many... every single episode of this podcast we've been like we saw this on Twitter, and went and looked it up, right. It's like they're not even willing to do that. There are so many people who have published books: Angela Saini on Superior, Why I'm No Longer Talking To White People About Race, so many other resources that are available, many of them free, and they just haven't done it and again, it's like then they're just like, hmmm, why? Where are all the people of color? Guess we'll never know. They're not even willing to ask their

undergrads. And then so it's up to gross, dying undergrads to actively go, like they're not even being asked. They have to actively go and be like you first of all, you need to listen to us, stop moaning that we're saying the word racist. And then please, like, do something. And it's a really like, disgusting cycle. And yeah, like thoughts.

Pruthvi Mehta 27:13

Yeah, like, it's literal emotional labor, to educate people, because we're literally discussing traumas that you and people have raised have gone through and it's just it's not... It's just it's just not you know, it's just not always worth it because they might be going through all that effort and they will not change their mind at the end of it. And that's just a risk that is there. Yeah.

Sehher Tariq 27:36

For me, I... So I used to have this whole opinion of, oh, if you're going to talk to somebody who isn't agreeing with you, you might as well just talk to them about like your, your side, your opinion. And I was like, oh, educate them, blah, blah. And then, like, I remember having this discussion with you two. And then like that may be realise that Oh yeah, you shouldn't have... Feel the burden of educating people that aren't willing to be educated. So yeah, so like, now I kind of, I understand it a lot more. Because, like when... myself when I'm like scrolling through Twitter, and I'm scrolling through Instagram, I'm seeing these interactions from people who are clearly like saying something wrong, saying something racist, and then somebody going back to them and then and then saying, okay, no, this is why you're wrong. And then they'll just keep going and going and going and like this thread will be just like 20 tweets long, and then they're still not changing their opinion. And that is a waste of your time and a waste of your energy. And so like I kept seeing interactions like that. And I just like, I understand so much more how it's just isn't the right way of doing things like people should learn themselves. And the people who have the, I guess the privilege of not having to deal with racism should be the ones who are leading the effort of educating people, instead of people who are the ones who are being, you know, targeted.

Pruthvi Mehta 29:38

Yeah.

Sehher Tariq 29:39

Yeah, so like, I think recently with what's happening now with the riots and Black Lives Matter is... I'm seeing a lot more people who are white who are linking to like educational resources and, you know, different books and different funds that they can donate to and like that, that's great. That's what we need because they're the ones who are probably going to have more of an effect on people than if someone who is marginalized is going to have an effect on like a racist. See because yeah, that's it. Yeah.

Pruthvi Mehta 30:22

Yeah, yeah. Yeah. It's a good point and yeah.

Karel Green 30:25

It's... Exactly and like especially on like the internet right? Or you have... Like we have all met some people who never fought with say what they've said to us in real life. Right. But like, especially more on the internet, people will just be like, actually shut up, because they're behind the like, they're hidden behind the screen. And they're like less willing, even then to listen to you. So yeah, like definitely. There's so much extra effort that goes into this, especially if you try to debate people on the internet, and a lot of the time, it is more worth your time not to do it. Like, like I said, I'll see some people say some dumb stuff. And I'm just like, you know what, I'm ready for a fight. But instead, I will report them. Because I forget, like a lot. I think a lot of people forget this, like, you can report things, right? You don't have to battle for your life on the internet. I know most websites are garbage, but like I use Twitter the most, and you can report people on Twitter. And then I like report them report all their garbage tweets, and then I block them. And I get like the the feeling of feeling better, because I've reported them. And a lot of the time, they're just like, yeah, they were being crap. And the tweets have been flagged and removed or whatever, or that can't be blocked, and that's validation. And then I haven't had to like waste all of my literal energy trying to defend my entire existence to some like, gross, you know, neckbeard on the internet.

Pruthvi Mehta 31:48

Exactly. Exactly. whose mind probably will change anyway because of how they are and it's just, it's like, it's not, it's not on us to do that sort of effort, right? They have to learn and grow, you know, change the way everyone in society has to do, like it's not they should not be spoon fed anything. Um, I think something else like I kind of want to bring up is the fact that the like, especially you'll... like Sehher mentioned the role of the media in all of this and sort of cultivated sort of this sort of, like atmosphere. So you have there was a particular instance at BBC Question Time where there was

Sehher Tariq 32:27

Question Time is trash. Sorry, I have to mention it. I have to mention it.

Karel Green 32:31

That's what the episode's gonna be, I'm cutting everything else.

Pruthvi Mehta 32:35

But yeah, like, so, there was a Question Time episode about immigration and stuff. And there was a audience member, a white woman who was very racist who went on like a massive rant about you know, wanting to close the borders and you know about all this... all the lies about immigration i.e. you know, like destroying the NHS. You know, foreigners like immigrants getting loads of benefits and loads of perks are off limits to like the rest of the white population right? Because clearly obviously every single... There's no such thing as homegrown born here you know BME people, it's all it's all just whites then the rest of the night clearly.

Karel Green 33:20

I was not born here. I don't I'm an AI. What up?

Pruthvi Mehta 33:27

What up? But yeah erm like so erm... So she went on this whole horrible rant right and Ash Sarkar who I absolutely love, follow her on Twitter. She's going to be in the show notes. Yes. I'm only putting her face in the show notes and nothing else. So she basically thought of, you know, smashed the bigotry in that woman's lies basically pointing to research that you know, migrants definitely do pay more to the state and they get back. I mean, we've talked about how much they helped the NHS. How much you know of their time and effort is put into saving you know the lives of people in this country etc all of that right um and you know Ash absolutely owned her and I remember that, I remember seeing that. Yet when I saw the clip on the Question Time Twitter, right? They they, and they do this lot, they cherry pick the they cherry pick the racist bile because oh you know they want to do... like it's it's almost intentional because they want to sort of frame that as a reasonable point of view and it's like is she right? Tune in to find out more. And like that's really disgusting, like you're baiting people by like you know showering them by exposing them to this like racist rhetoric. And it just goes completely unchecked right if you cared at all about the about you know, the people watching this. people of color watching immigrants, who might also watch your show right? Then you will so, keep up the entire clip where she gets owned. But no, they cherry pick the hate right. And they do that to like... they did offer not only like shock value but also sort of female for legitimate sort of point of view it's like double think I think they want to like incense the viewers by you know like... oh look at this woman she's being racist but also by the same time, and it's really contradictory at the same time, they sort of phrase it in a way to be seen as an actual legitimate, legitimate viewpoint. So they're doing two things actually kind of really contradictory when you think about it, and they're both really wrong.

Karel Green 35:38

Like if by rights, the mediator on that show shouldn't have let that woman speak but this is what we mean by deplatforming people like you shouldn't she shouldn't have even been able to speak because...

Sehher Tariq 35:51

This is like... This is another problem that when it comes to Question Time, they pick the audience members beforehand and they say that they do background checks and stuff like that. But they apparently didn't see that this woman that spoke was previously at Tommy Robinson rally...

Karel Green 36:12

Oh...

Sehher Tariq 36:13

You know, when he was in jail, and they were... for doing something that's against court rulings, and they there was like Free Tommy Robinson rally. And there was pictures of her. at the rally. There was like videos of her at that rally with a union jack with Free Tommy Robinson t shirt and stuff like that. And this was before she went on Question Time. And so they either have really terrible researchers who can't find these things that people, ordinary people on Twitter can find. Or they and they acknowledge that and then allow that person on the show, which is again, it's providing a platform to racists and then... And then, you know that they pick... I'm pretty sure they they hand out the question... they hand in questions that they were going to ask. I can't remember the the format of what she said. But surely with what whatever BBC know about that woman, they shouldn't have let her on in the first place, but they did. So it's clearly that they, they themselves are like you said they are being inflammatory and trying to give that platform to inflame like, tensions.

Pruthvi Mehta 37:38

Exactly. And I feel like they they were probably leaning to the latter of those two options, right? They knew that... They knew that she was like this, and they still let her in. Erm because again, they're like, they're trying to frame that side of the argument as being a legitimate viewpoint that you can just throw in the face of a person of color and think there's no consequences.

Karel Green 37:58

Yeah. She gets to say all of that right and two things as well to like be on the... To be against this right? First of all, she gets to say, like all of that without any proof and Ash Sarkar said to her like, you know, you can literally look up the stats, pound for pound, immigrants literally make more money for the UK than any other than anyone else. They literally add to the economy because they work more. And like that's like a literal fact. So this woman got to say a lie and not bring any kind of proof. And then for Ash to have to debate her, she has to have all of these things just memorized, right? And that's the only thing that's allowed that... So, again, it's like if somebody is being racist, it's up to the person of color, to bring proof to show that they're wrong. And not to be like, hey, racist person, prove that what you're saying is right. And then second thing is this, like, you know, again, it's like, you can't frame that as a reasonable opinion to have right, because like, even if they didn't, they're humans! Do humans have to work and add to the economy and you know, prop up capitalism to prove that they don't deserve to die? Like the military, the UK military are in all of these Middle Eastern countries killing people right? You know where are they gonna go? They're just, they're people who are trying to live in peace in the literal like short time they have on earth, on a rock in space. It's just, it's so gross because again again, it's literally like hey not only do you have to defend yourself from a racist with legitimate facts and they don't, they could just say whatever they want right day to day, but then also like you have to be productive and make money or you don't deserve to live like what is that?

Pruthvi Mehta 39:41

Exactly. Like that like... There was another, there was another bit in Question Time involving Ash Sarkar again, where you know, she was just like, you know, you shouldn't have to, you shouldn't have to like, just look at you know, just try and like, figure out the monetary worth of the labor that immigrants bring to the country. Right? So she was having to defend immigration, yet again, from another racist like audience... Question Time audience member and you know, she I think she was like on the verge of tearing up because she was she was like, you know, you shouldn't it's not okay to just treat these, these immigrants as if they're just sort of moneybags and like looking at where they bring enough capital to allow them to stay in this country. Right? She was like, you know, they're human beings, they're human beings, who all want to, you know, go and improve their lives and considering the absolute hellscape that a lot of like colonialism and slavery has left so many other countries in the global south. It does, you know, it literally is completely valid for them to do that. And you are allowed to move around the world as a human being and she was like, you know, she was literally, I remember that she was on the verge of tearing up she was talking about, you know, her, her like family, her grandparents thinking about if they had never, you know, immigrated she didn't know she would... She didn't know if she'd be alive, first of all, because like her grandfather, I think married someone from I don't know someone who's based in this in this country, right. So if her grandfather never immigrated, then they wouldn't have met. And she was just like, you know, this, the immigration is the reason for my existence. Right.

Karel Green 41:18

Yeah.

Pruthvi Mehta 41:19

And like, it's, you know, and I think we can we can say that a lot for us as well. Right. You know, like, she shouldn't have to be like, on screen tearing up in front of people having to validate her existence. Like that's, that's so disgusting. Yeah. And so that's like emotional labor that none of the white panel panelists have ever had to go through. Right? And it's like normalcy for her and that's so upsetting.

Karel Green 41:43

And it's so messy, and it's like, there's so many reasons, like I've said many times on this podcast that like I did not grow up in any kind of like money or anything, right. My grandparents moved here. And my parents decided to stay here because like the UK especially has free school and free... And NHS, so free hospitals, right? And like not to go too deep, but like there has been like major health issues within my family and my literal self. And if I lived in other countries, I don't know if I'd be alive. Okay, I don't know if like my parents could have afforded like the horrific prices of medical care in the US. And like, I don't know if I'd be able to go to school to the extent that I have, if it wasn't free. And that is like totally valid, like, God forbid, I don't want to die. I live in a country that was born in and other people see that because they are human beings with reasonable points of views and they're just like, Hey, you know, the US and UK just bombed my entire town, and they have free health care and free schools over there. Let me go live somewhere where there isn't literal flying

machine guns in the sky like what? What the... What's that have to do anything else like? Yes, by all means, like Gof forbid, we stop policing people on what like patch of Earth they want to live on in a rocket space, like disgusting. And so I wanted to before we go into solutions, because I think there is a lot to say about the solutions as well, like, I wanted to bring it back to you because we are a science STEM podcast, and all of us are physicists, right. And we've spent a lot of time working out what is wrong with science, because a lot of the time we'll say something that, like you feel, Oh, I can't explain why there's a problem. And you get especially in like maths, physics, engineering. What could be wrong with numbers, it's all objective, right? And I had this and I'm gonna at... When we tweet this out I'm gonna at the Athena SWAN and the IOP and the RAS because we said this to their face like I cannot believe this. But like we talked about decolonizing science and the problems that there are in science and we talked about that in previous episodes. But I will bring it up again, obviously. And then they're just like, oh, you shouldn't politicize science when we talk about like racism and things that happened. And they're just like, oh, you shouldn't politicise science but like, I want to talk about how the act of decolonizing science and talking about race and having these ethical debates and by ethical debates, I mean, saying something's racist, and getting rid of it, and nothing else, in science is literally the act of depoliticizing it. Okay. Things to say on literal historical facts. They're not like, Oh, my opinions, they're not just feelings, they are things that have happened. And they are literal facts. And you have to de-... Like for science to be the objectivity that you expect it to be, you have to decolonize it because right now, it literally isn't apolitical, it's literally a political subject. So I'd like to just talk more about that.

Pruthvi Mehta 44:56

Yeah. Like so I was thinking about this, especially after our conversation with Dr. Horace Crogman yesterday, which was absolutely lovely and you will also listen, dear listeners. Like I was thinking about how he said to Athena, you have to work twice as hard as your white counterparts to achieve, you know, to like, you know, to be deemed just as valuable. Right? And one that's the first time I've heard it from the mouth of like a doctor or professor Right.

Karel Green 45:28

Yeah.

Pruthvi Mehta 45:29

And secondly, it made me think about how like this culture of... This culture of like not believing people of color and like not being able to have a debate where your viewpoints and your, you know, your reasons are ultimately believed and a valid, sort of translates into the academic sphere right because I've never seen anything more erm ego like centered than like a white guy just talking in you know, in an academic space or just generally but you know, like in academic space because they don't have they, in their minds, they never have to think, Oh, I need to do this, this and this to be believed, right? They never do, have to do you know, do all these things to be believed. It's always, it's like it's ingrained in us to continuously have to prove

ourselves. Right? As people of colour and to make sure we, our views are respected and believed right? Both in like any sort of debate about race or just about academic work in general. Right. The amount that we doubt ourselves also, like feeds into this because we've learned that through society that we are meant to be less to them, right? Yeah. And white men in particular, white cis-het men particular have never had to learn that.

Karel Green 46:46

Yeah,

Pruthvi Mehta 46:46

At a sort of mass scale. So, um, it's, it's really, it's something that really shapes how how you hold debate as well as the like the self esteem and life sort of like the mentality that the, that white people have that their views can go on challenged, right?

Karel Green 47:07

Hmm.

Pruthvi Mehta 47:09

And they never have to prove prove themselves when they're saying anything about something that's a big difference with how a person of color might approach debate, as opposed to how white people approach debate, especially if they're like a white cis-het guy.

Karel Green 47:21

Yeah. Especially the less than thing, because I cannot express to you... Every time we go to somewhere to talk about race, right? The first thing that comes out of my mouth and the first thing I think about and I didn't even realize I did this was like our two main examples of like, how racism affects STEM, especially physics and why it was a bad thing. But I have to go in having to prove myself before I say anything, I don't say anything about how it's affected me, how I feel as a human being who's alive and breathing in in front of you. Right? I have to always talk about Hubble or Eddington, right? How Hubble and his garbage wife spent so many years actively protesting against letting black people go to university because they are, you know, genetically predisposed to not be able to handle it and are lesser than whites, right? And therefore, if you ever look at the actual fit of Hubble's law, like the fit is garbage, and it barely works, and there's loads of people, and there's people in my literal like group whose entire job is researching better ways to measure measure the Hubble constant, so we can actually use Hubble's law properly, right? That's the whole problem in astrophysics. And then he has HST named after him a little racist has got one of the most expensive and high tech and I literally use it for my work. I use data collected from that telescope for my work. And his racism made science worse because if he spent less time being racist, he could have worked on his work, and maybe we would have a half decent Hubble constant. And then also, like we talked about, we talked about Eddington being crap to Chandrasekhar, even though

Chandrasekhar was literally, right. And if Eddington wasn't racist to him, and didn't make him feel so bad and took his work seriously because again, I cannot express this, Chandrasekhar is literally correct, then you would have had a good 80 years of extra research being done into, like his work, and we'd just be further advanced. Right? And these are two legitimate examples of how racism has actively made science worse. And I always think like, yeah, like, I've just realized it's like, two things I always talk about. And it's like, you have to go in, and instead of just say, yeah, Eddington was a racist, and Hubble was a racist. Like, I have to prove the worth of even saying those words. I am a literal, living breathing black person. And like, if you don't prove it to your face, though, but yeah, he was that was really terrible, wasn't it? And like, do nothing about it, and then continue to teach their work as if it was completely unbiased. And then just the idea of especially white men and honestly white women, like I know they've had it vaguely rough, maybe. But rich white women, especially in the past, just got through life just fine and you cannot change my mind that like, of course, a white man was able to like go to university and work out stuff and have access to telescopes and be able to even be a scientist in the goddamn 1800s. Like, right, where was everybody else enslaved? Like...

Sehher Tariq 50:25
Exactly. Exactly.

Karel Green 50:27
What is the point. Oh god, I'm gonna, there was a whole quote about this, I'm gonna find it so somebody else speak but I'm just gonna be like, I think it's on the website in fact...

Sehher Tariq 50:37
I just wanted to say that you know, the whole thing about them naming things after people who are known to be racist. I think there's just, there's just that element of stubbornness and refusal to admit that they were wrong. So, if you so for example, it's this isn't related to physics or anything. But there's this one guy who, again on Twitter, I saw him calling the police on some black men that were using a gym in like an office block. And they have like the these black men have the right to be in that gym. Like it's for people who have offices in that building and they have an office. And this man just refused to believe that, that they were there and they that they had like an office there they... and he called the police on them. And then people were looking up who this guy was, and he was some rich white guy who has a campaign to keep the name of like the lake that was in their town as like the name that the colonizers gave that lake. And they so there's like a campaign for and I think it's agreed that they want to change the name back to the indigenous name for it. Yeah, exactly. And I think when it comes to that there's just the stubbornness of admitting that. Yeah, maybe we shouldn't have done that, maybe there's like, obviously like, this guy's like, completely racist, but I just like that just reminded me that it's that they're wrong.

Karel Green 52:29

Yeah.

Sehher Tariq 52:30

So like, they just feel like they have this, this right to keep things the way they are because they don't want to admit that there's anything wrong with what they're doing. So, it's like they have this superiority, but then they also have this kind of insecurity that once something changes back that they that they are less than. But it's not, it's it's they're equal than.

Karel Green 52:59

Yeah.

Sehher Tariq 53:00

If that makes sense.

Karel Green 53:00

So in their mind they're less than because yeah, used to being above.

Sehher Tariq 53:05

Yeah. So it's like a lot of the stubbornness, it, well that comes from within academia as well, when it comes to you know, acknowledging that a person was a racist or acknowledging that maybe we shouldn't have named this telescope after this guy. It's to do with like, I think a lot of it is stomach stubbornness, and not trying to admit that they were wrong to do it in the first place.

Karel Green 53:31

I completely agree. And I just wanted to say found the quote, and it's on our website on the unethical practices in STEM page, which I really need to update but look at it anyway. But the quote is by a man called Steven J Gould, and it says, it goes "I am somehow less interested in the weight and convolution of Einstein's brain than in the near certainty that people of equal talent have lived and died in cotton fields and sweatshops" and honestly, like same.

Pruthvi Mehta 54:01

It's such a good quote. Yeah.

Karel Green 54:04

Like, that's all that matters to me. Just like, you know what Einstein was a white man. If he was anything other than a white man... If he was, what if he was gay and told people about it, if he wasn't white, if he was disabled, like nobody would know who he is because he would have just gotten wrecked. And that is that on that, and this is why it affects STEM because it's like, again, anything made by humans is inherently political, because humans are political beings, right? Nothing is objective. And we need to, like Sehher was saying, like saying these things are bad is not an attack on you personally. Right? But it's just the way that things are. And I don't understand why people can't seem to deal with that because by denying racism that is an attack on

the person you're talking to personally, and yet we just live like this. And then just like maybe we should get rid of this, you know, racist statue. What is it Gold Anti Racism, the erm, the group of women of color who had to... Who went to Goldsmith's University, who had to take over the town hall for a whole load of things, but they had experienced over racism and the uni did nothing, right. They, part of their demands were to get a bunch of different statues of literal racist white men taken down. And let me tell you Goldsmith's universities in like, where is it East London? It's in London?

Pruthvi Mehta 55:27

Yeah, yeah. It's er...

Karel Green 55:29

The majority of their population is literally black. And they had to, like, what was it like a couple hundred days? Well over 100 days of like taking over basically half university campus to get the literal University they pay to go to to get rid of the actual racist undergrads who were spewing KKK slurs at them. Get rid of the statues of racists. Pay that the only black stuff they had in this little black university were part time zero hour cleaning staff. And they were just like, how about giving them you know, a reasonable wage and a set contract, so that they know when they're in, so they don't have to work on agency for the rest of their life. Like, it's always so gross. It's like, none of these things, oh well it is now, but at that time, none of these things were a reflection on the people specifically, they were just the way that things are. And they literally said the words no, and they literally take over off the university. And I've forgotten what the word is where you got to sit and you like, occupy, there we go, they had to occupy half the university. It was so, it was just so bad. That was bad.

POC Squared 56:44

Solutions.

Karel Green 56:46

And the first two things that I want to bring up was, we have in big, bold red letters. I did not emerge from my mum's womb with critical analysis of race and how it affects STEM. I learned all of these things most of the time I learned it the hard way, which means that everything that we talked about is learnable. Teach yourself and true white allies and that's what universities should be, they should care about their undergrads who are paying money to be there and they should care about how they feel and true white allies would educate themselves and not rely on their one dying black undergrad to teach them everything about racism and then not do anything they say go forth and learn there's... Especially now with the riots and things like that there are so many people that are now getting their names of voices brought out. Go and learn about these things you can literally google it like you're not gonna die. It will be fine.

Pruthvi Mehta 57:43

Like just go out educate yourself, not just about what's happening right now but also about all, you know, all systemic racism all the time. Also like I just I this is like pertaining particularly to what's happening and the riots right but like, I am tired of seeing performative gestures on behalf of like a lot of people, you know, the black square right just donate, donate, donate, donate, right? Just donate your heart out to any sort of resources that are out there like defunding the police and defunding Anti-Black Law Enforcement and any any sort of, you know, donate to the families donate to resources that are being used to specifically keep the community safe, right? Like, I know, like this is we're talking about while it's happening, but those will still be out there. Right? Like, I want to address like activism isn't just reading and learning. It's putting your money where your mouth is, if you're someone in a position to do so. So just in general, not just because of this one thing, right, just always, like look at and support black owned, like businesses, look at the work of like, you know, content creators, like just educate yourself and also understand that there are products of worth produced by these communities and just use them. Right? Like activism isn't just a sort of academic thing it can it can extend to almost all... The entire sphere of your life, right? To the products that you use, you know, the clothes that you wear. It's just like how we've talked about in previous episodes how veganism isn't just you know about the food you eat, right?

Karel Green 59:17

Yeah.

Pruthvi Mehta 59:19

Unlearning racism is also about the actions that you do everyday in life. It's not just an academic thing.

Karel Green 59:24

Yeah.

Pruthvi Mehta 59:26

And yeah, I just want to say like another possible solution is just deplatform, deplatform, deplatform, right? It's a very, it's a very crucial and very powerful tool, that I think a lot of places are using now because they know that they'll get like splashback if they don't. Um, but yeah, just de- deplatform, block. People who are harmful people who are racist, transphobic. You know, homophobic. Block bad people. Take away that, you know, don't use the notoriety as a way of getting views for your program or whatever deplatform them. Strip them of their money, strip them of their fame. Right? Exactly. Like don't, don't, you know, don't promote them because even if you promote them in a negative way, right even if you're like, Oh, look at this idiot who came on our show and said terrible things, right? You're still promoting them, you're still giving them airtime and still letting them express studies the public. Don't do that. And yeah that's just something I want to say deplatforming is very key in all of this.

Karel Green 1:00:26

Yes, exactly. So I wanted to bring up especially for universities, right. I'm... EDI teams are a God damn systematic nightmare. And a lot of what I'm gonna say is gonna sound obvious and a lot of what I'm gonna say is gonna sound cliché, but like they're both important, right? I'm sick of EDI teams being full of white women and no one else and saying the Athena SWAN has been successful. If you don't help all women, you can't say something has been successful for women. Just because 10 white women who all went to Cambridge who've hired each other and are now like lecturers in a department, does not mean you're doing all right. Okay? You have to have an intersectional EDI team OK? You need to have disabled people. You have to have people of color. You need to have LGBT plus people. You need to have transgender people and any intersection thereof, those people on EDI teams, right? And I know a lot of people are struggling to get that. And here's the harsh truth. It's like, well, you're gonna have to hire more people who fill those roles, and not to be dramatic, and I know it sounds cliché, but they're gonna have to be woke. There are plenty of people of color who are anti black, who are also homophobic, right? There are plenty of disabled people who are racist and transphobic and blah, blah, cuz like, obviously human beings because we are all human beings first, are like multifaceted and different and not all black people need to be perfect. And you know if I could wave a wand and make all black people not homophobic, I definitely would. But also like there are some who are and that's not fine but because we are human that is just the life we live, so you need to actually have reasonable amounts of these people to mitigate that. You can't have one Asian man on an EDI team, who doesn't really care about black people but he's not white so it's fine like loads of these places are getting... Are finding it difficult to get, to hire people like this or just aren't doing it right. They're just like oh we're not hiring anybody right now. Or we only have one job and a million applicants. Well, sucks to suck. How about you sort out academia. Actively, like, reassess how many people are there and what they're doing like I just I don't care. I don't have the answer to that because I'm not a tenured academic. But you know, good luck, sweetie.

Pruthvi Mehta 1:02:51

Now, I think something else to point out is that, like you I think you mentioned, hold like white women in the accountable in the department accountable as well. Right? Like, their their tears shouldn't get them out of, you know, apologizing or doing, you know, like, apologizing for their actions because I've seen so many times when like, what if, if, if a white woman is accused of being racist, she'll sort of use her tears as a weapon. Right? And every everyone immediately just goes, Oh, no, no, it's okay to worry about it. And then that's it. Like, you know, the fact that they are white is still something they might, they will have to think about. Right? And just because they cry doesn't excuse anything. Um, so this is just something I want to just put in there because, yeah, I'm tired of like white women's fragility and stuff like that if something needs to be counteracted.

Sehher Tariq 1:03:41

I was just gonna point out something also, that might be a bit obvious, but so I was just thinking about the time back when we did the roundtable for our department,

and we had that, I guess, debate and I think that kind of setup that we had, where no one else is allowed to talk while one person is talking is probably one of the best, one of the best setups for, for having discussions like that, because when when you look at, like television debates, and I haven't really been to like a properly proper academic debate but especially when I'm looking at media ones... A person will be talking and then like they'll be talking about race, they'll be talking about, you know, just like their experiences and then the person who has clearly got some racist views will interrupt and then try and take over that conversation then quieten the voice of, of the person who is actually talking about the racism. So like, obviously, we don't want racists on debates like that? Because it's not a debatable issue. But if there is a debate where there is somebody has, has some sort of counter argument or has a different point of view, and maybe they're talking about how to deal with the racism, so, but you need to make sure that each person has their time to speak. So, I think you find this a lot when a woman, a woman of color is speaking when she's, she's talking and then all of a sudden that this man will come in and try and like take over and then say, No, you're wrong. No, you need to give people their platform to speak and make their points.

Karel Green 1:05:40
Yeah.

Sehher Tariq 1:05:41
So like, a bit more respect when it comes to debates and make sure that the person who is who's like the I don't know what the word is called, like the person who's like running the debate, but they're not running. You need someone who's actually a good chair like they will. They won't keep like if someone's starting to be racist, they don't let them keep talking. Because I think that's the big problem as well as like, on Questioning Time, they'll they'll say, oh, no, let them make their point. But they're saying something that's completely inflammatory and completely wrong, not factual and racist. Like you need someone who's actually... Need to pick people who's actually good at doing their job as a chair. So, yeah, that's probably my main point.

Karel Green 1:06:27
Yeah, no, that is true. I've erm I've seen a lot of the time when not only a white man or white woman will interrupt the person of color. The person of color will try and keep talking and then they'll be like, Oh, no, you're interrupting me. Like...

Sehher Tariq 1:06:40
Yeah.

Karel Green 1:06:40
That's the gaslighting. And it's like they interrupted them, and then moaned at them that they didn't stop speaking and I have seen that a lot, especially like American news. They'll have white people and a black woman and then they get wrecked and somebody will like tweet it out and I get angry at my own computer.

Pruthvi Mehta 1:06:58

I'd like to rep up the website Are Men Talking Too Much.

Karel Green 1:07:02

I was about to say that! Yeah!

Pruthvi Mehta 1:07:04

Yeah. Because like it has literally got a button with a timer, one says a dude and not a dude and then timer for each and you can literally measure the conversation. How much time a dude is talking? I think they should extend it to are white men talking too much, are white women talking too much? A whole rage websites that we might code.

Sehher Tariq 1:07:23

That is so good.

Karel Green 1:07:25

Yeah. Not to be dramatic. I'm literally going to take this, my laptop and this website into the EDI meeting the next one I go to.

Pruthvi Mehta 1:07:32

Oh, god, yes.

Karel Green 1:07:34

Men, look at me in my black eyes, look at them, and then play it and it's going to be a whole mess and I can't wait. And I'll tweet out the results. I will tweet out the hashtag results. So...

Pruthvi Mehta 1:07:46

Raise your laptop. Raise your laptop above your head while while he's talking.

Karel Green 1:07:51

Of course. Of course. After that, everyone shut up and then leave and it'll be great.

Pruthvi Mehta 1:07:58

Yeah, like I've been thinking about how like in like the way debates are structured also just for their benefit, because men just can like they can literally talk louder, right? They have vocal chords that are just out there just poppin. And you know, they they can literally overpower people not just physically but with their voice, right. And that's something that benefits them, which is why it's really important to have websites like Are Men Talking Too Much. It's great. Erm I think... Oh yeah go ahead.

Karel Green 1:08:24

I just I just wanted to mention as well, especially in academic settings. So, there has been research done into this and I'm sure Pruthvi will find like the good links in the show notes, but minorities, especially people of color, especially especially women

of color, you need to take into account their experiences, especially if they're like, if they are higher up. There has been studies that show, I'm not sure if it's been done on race, but it's definitely been done on gender, where like a white male lecturer will not get like targeted and like asked many questions, or just like questioned as much as like a female lecturer will. And like, I know it's gonna, like I know it's difficult but like if there are instances of undergraduate white men who like bullying, or like being mean, or just not taking a woman or especially like a black woman or a woman of color at all as seriously as they would have white man, and like you need to... I know it sucks, right? Especially if you are that woman, right? And they're not going to listen to them. So like, white ally like, lecturers need to be like, No, you don't talk to people like this, like why are you talking to her differently than you're talking to me? Right? And you need to, at all stages of academia, you need to protect people of color, who work in these academic settings because it's not just undergrads who are getting wrecked by a systematically racist system. There are people who are trying to go through academia, who are just like, yeah, you know, a undergrad that made a joke and everybody laughed at me and nobody takes me seriously. And then like, the lecturers will be like oh yeah, that sucks and then do nothing and then that undergrad would never done that to like their white lecturer.

Pruthvi Mehta 1:10:05

Yes.

Karel Green 1:10:06

Yeah.

Pruthvi Mehta 1:10:06

So that's a really, really good point. It was like the, the, the white undergrad students who were like, again, usually male, right? They will they will not... Like it's almost like they they will talk back to like, like a black lecturer or whatever, because they know that they can like... You know what I mean, like they know that they wouldn't do this to a white lecturer because they fear getting reprimanded, but they're like, oh, what's going to happen? Right? So they're gonna they will talk back and they will ask me like, pointless question because they, they feel like it's just so it's so bad. Um, something else I wanted to bring up was they talked about the, the, the role of white feminists in department and just using that fragility as a sort of weapon in debates. I will also talk about I want to also talk about the harm of anti black rhetoric from non black people of color because they can also do things like use harmful anti black language erm appropriate culture, appropriate vernacular as well and from black communities, which are not their own, and that can also have a really like harmful impact on fellow like black students on black professors. Yeah, I just think that's something that's worth mentioning something else is that there really should be no leeway when it comes to a racism policy institutions, right. I've seen so many reports so many times on this, on the Twitter, especially where a black student has, for example, just complained about what what a white colleague has done to them, or about like institutional racism from the university. And it's sort of like there's even with overt racism, they're sort of Okay, we'll suspend this, you know, white student or we'll,

you know, we'll stop them from coming from this to this particular like seminar or whatever. But you know that there should be a zero tolerance like policy there should be you know, one strike and you're out right, if you perform any sort of act which harms a minority student or you know anything, you should just go leave, just out, it's just gone. And this goes to lecturers as well, out, no funding, no tenure, no nothing, right? Like, go. I'm sick of hearing reports of these things happening and then going completely unchecked. Or like having like, barest punishment, like you know, like paid leave, for example, is something they should not get at all.

Karel Green 1:12:40
Yeah.

Pruthvi Mehta 1:12:41
They should just go. They should just be like just thrown out just go like ugh...

Karel Green 1:12:44
Yeah, like, I know, this isn't a race example. But who who was that gross idiot who went to the women in physics event?

Pruthvi Mehta 1:12:53
Carlo Rubbia? Yeah. Was it Carlo Rubbia?

Karel Green 1:12:57
Just yeah, I don't even know. I mean, like, event I certainly wasn't there. My black ass would not have sat through this but like, I don't want to pitch this as a solution but like I just want to say like you need to stand up for yourself more because it's like when this happened I saw so many tweets about it and people just like oh my god, I can't believe he's doing this but like, don't sit through it and then tweet about it. Do something.

Pruthvi Mehta 1:13:25
I would I would like to I would like to reiterate the guy, I got the guy's name wrong. It was Alessandro Strumia not Carlo Rubbia. Alessandro Strumia is the racist physicist.

Karel Green 1:13:33
Okay.

Pruthvi Mehta 1:13:34
Carlo Rubbia was like, erm another Italian particle physicists who on a Nobel Prize. Alessandro did not get a Nobel Prize, except for being a little whiny mess. That's his prize. Yes, just something to clarify. Yeah, like CERN did nothing to deplatform him. Instead of having literal actual black professors, they were like let's hire this like one terrible white guy for a diversity panel.

Karel Green 1:13:35

Like why was he allowed to talk at A Women In Physics event? Oh, like I, again, I wasn't there. And I'm glad I wasn't there and just like, just stand up for yourself. I know we talk about white fragility and we have in the works like a white patriarchy, white women fragility episode coming up, but like good lord, like... I have dealt with a lot of crap. But I can tell you right now, I'm not going to stand there and let somebody say something to my face. And just tweet about it and then moan... I see a lot on Twitter, like, I can't believe that this institution took my work, and it's passing off as if it was somebody else's like, don't tweet about it. Take your literal proof that you know that it was yours. And I don't want to hear about this do something like...

Pruthvi Mehta 1:14:55
Exactly

Karel Green 1:14:56
Oh, I like they're living in a different world. I would never, it couldn't be me. I'm not that pathetic.

Pruthvi Mehta 1:15:03
This is why you need like, people of color, especially women of color on any sort of panel, obviously, especially EDI teams, right? Yeah. Like you need them like everywhere through academia, because if you don't have them, then the debate won't be fair. I love rhyming.

Karel Green 1:15:19
Wow. Where's your SoundCloud?

Pruthvi Mehta 1:15:22
It's coming. Don't you worry. I'm linking in the show notes. In the show notes. And also like a final sort of thing I want to bring up was, um, the whole idea, the whole... I think, the whole, like linking fair debates actually having voices from the bottom big present. We've talked so much about in every episode about the importance of grassroots versus institutional movements, right.

Karel Green 1:15:48
Yeah.

Pruthvi Mehta 1:15:48
It's only when you have grassroots movements where you actually have lived experiences of people who are going through the things that that you know, the chain should be enacted upon, right? The people who actually go through the struggle that you're debating, have their voices that it's very basic concept a lot of institutions are having as a as a policy and that's something that should be actual policy... what's the word? Where you put into policy basically. Have like have it in law that there should be any any panel, any team, any whatever you have inside the institution, should have people of color like present. That's it. Not just like you know, token like one black person on there.

Karel Green 1:16:29
One Asian man let's be real sweaty.

Pruthvi Mehta 1:16:32
Like let's not have like Avengers diversity? Yeah, let's have like...

Karel Green 1:16:37
Avengers diversity and then they shove one good movie full of a bunch of blacks in and then never speak of it again.

Pruthvi Mehta 1:16:43
I've never seen any other movie aside from Black Panther. I want you all to know that.

Karel Green 1:16:47
Did you... Well, did you know that apparently Black Panther 2 is going to be about Bucky.

Pruthvi Mehta 1:16:52
I don't want that.

Karel Green 1:16:54
Yeah.

Pruthvi Mehta 1:16:56
I don't want to know... I won't to tell you. I've seen so many Avengers films, I do not care about this sickly looking white man, I've literally been like I don't I forget his face as soon as I see him. I'm not being mean or anything, but I just don't care about the majority of The Avengers and I'm not willing to learn.

Karel Green 1:17:11
And that's valid.

Pruthvi Mehta 1:17:12
Thank you.

Sehher Tariq 1:17:15
I just wanted to build upon putting this point about having people on the EDI team erm that, you know, like for grassroots movements, and that includes like students and such. And I think that if you're going to basically, you have to treat your students as adults, as like... people like to think of students as children when they want meant to be children. So when, when they have an opinion on racism or anything, anything else, I just you know, a political opinion or just, you know, like something like that. And something that might have to change the way that the institution is run, essentially, like, include including more policy and I'm rambling, but

Karel Green 1:18:20

It's fine.

Sehher Tariq 1:18:20

So if... They tend to ignore students when it comes to that because they view them as children, but when it comes to actually giving students work, and, you know, say that they're asking for help, they'll be like you're an adult, you can do this yourself. It's like they pick and choose when the student is, is a child to them in quotation marks, when it's more convenient and when they don't want to enforce a new change. So like, if a student comes up to you and is like, Okay, this is racist. This needs to change. Oh, they don't have enough life. experience, they don't understand how this works. They don't understand how and how long it takes for for change to actually be implemented. So they treat them as child like this isn't some, this is like some dream that you're thinking of this isn't possible. But then when it comes to, oh, there's a deadline, oh, you're an adult. Why can't you prioritize this? Why can't you sort out your time? Right? Yes. So you need to, like you need to treat them as adults, then you need to treat them as people who have valid opinions rather than, you know, like five year olds, like they're not five year olds they're they're adults.

Exactly, it's like, they they they respect the age of the students when it suits them, when it suits the purpose. Like you said, you know... Why haven't you got the work done, you're an adult versus you know, we're not taking... you know, your're student, you're meant to go through this and we're not taking your opinion on this diversity, you know, initiative, whatever, seriously, it's like they pick and choose, you're completely right. That's a really good point. We've yelled a lot. We've covered, we've come up with a load of solutions, I think it's been quite a big solution segment. I'm gonna suggest we move to the media recommendations. And I will I will go first if that's okay with everybody. Sure.

Pruthvi Mehta 1:20:13

I am going to rep. So I'm actually going to rep something lower than low. Today I'm going to rep a Twitter hashtag. So this is where we're at now...

Karel Green 1:20:23

Desperate times.

Pruthvi Mehta 1:20:24

I know right. But it's a pretty good one actually. I've been like scrolling through it recently. And it's called, it's the hashtag drawingwhileblack. Because like, they are like people obviously trying to promote black creators and I think black artists and especially just don't get enough credit. Right? And see how dominated by whiteness the arts sphere is right.

Karel Green 1:20:44

Yeah.

Pruthvi Mehta 1:20:44

And how like art schools are very white. I looked at this at it's just insanely white. So yeah, I wanted to just rep a hashtag. There's loads of like, beautiful, all kinds of different, different kinds of arts like cartoons erm I'm currently looking at a really incredibly well done, like ballpoint pen drawing. It's just like it's like photorealistic sort of art. It's just insane talent. But yeah erm like graphic designers, comic book, designers just so much, so much fun. So much good is on this hashtag. So I would recommend following them looking at their stuff. If you want to commission a piece, you know, give money to black creators. Just do it. Yeah, that's all I wanted to recommend.

Karel Green 1:21:32

Can I also just add to that by saying like, if you ever want heal yourself, you can find some art where they draw black people without white hair and blue eyes.

Pruthvi Mehta 1:21:43

Wow.

Karel Green 1:21:44

Did you know that black people could be born like that? Because, you know, if you look at TV shows, you wouldn't get that idea. But you can. Please go on this hashtag. It's lovely.

Pruthvi Mehta 1:21:56

Yes.

Karel Green 1:21:57

I'm gonna quickly slide my way into this by giving a recommendation that is sort of adjacent to this in that in a previous episode, I was the worst and mentioned Marvel's New Avengers like team thing with like Snowflake and Safe Space, and just the worst thing ever.

Pruthvi Mehta 1:22:19

Why bring this up again?

Karel Green 1:22:20

I'm bringing it up again. Bring it up again. Because I'm going to recommend the YouTube channel Kat Blaque. She is an excellent YouTuber who has been going for, she's like one of the OG YouTubers, but and deserves a lot more subscribers. She only has 210K. She deserves a lot more than that. And the reason she is so good is because she is a openly trans woman who is a black woman also. And yeah, like not to like wreck myself, but she was trans before it was quote unquote cool. Like I didn't know much about trans people. I didn't hear anything about it when I was growing up, I'd say in the last like five years due to trans activists literally risking their life, losing their life in some points, just just live human beings and she has so many excellent

videos and I'm on her YouTube. I mean like I don't know how many she has, she has loads of amazing ones, give her a look. But the one video I would recommend is the one where she redesigns Marvel's terrible New Avengers things because the... They're supposed to be like about some of the characters are like trans, some of them are non binary, you know, LGBT plus, people of color, all that good stuff. And then Marvel just did it in the worst way possible. And it was so bad. So if you want an actual black trans person to actually make some good superheroes that represent LGBT rights and of color rights, and crucially, the intersection of the two, then watch this video and then go and watch the rest of her videos she... So I'm on her YouTube channel, her oldest videos are from six years ago and they still look like extra good. Like the thumbnails are just really nice. And yeah, like, it's just... Yeah, she deserves better than this. So go sub to her. She has loads of good videos and loads of random things and I just I'm sick of listening to white people so excellent.

Sehher Tariq 1:24:20

Okay, so I think I don't have anything in terms of like media... So I was just gonna not promote I was gonna recommend that if you need some educational resources or if you need to look for petitions that you want to sign erm to do with Black Lives Matter or if there's any, any places that you want to donate, there is a resource called [BlackLivesMatter.carrd.co](https://blacklivesmatter.carrd.co) and they keep everything up to date consistently. And in terms of places to donate, so different GoFundMes that are going on for different victims or black-owned businesses, or any causes that need need funding, so any protesters that need money as well. And then there's a consistent, consistently updated list of petitions as well. So if if you're looking for places to donate or to, you know, read up on things, and you know, do bit more for Black Lives Matter, then I'd recommend you go to that. And that will be in the shownotes. I'll link that in the show notes. Yeah.

Pruthvi Mehta 1:25:43

Send me I'll put them in the show notes.

Karel Green 1:25:45

As always, Sehher, you have the only good recommendations.

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