

## Racism in academia and the workplace

- Black people need to be twice as good at their jobs as white people to be seen as equally competent:  
<http://www.theatlantic.com/business/archive/2015/10/why-black-workers-really-do-need-to-be-twice-as-good/409276/>
- Professors of colour (particularly women) are consistently given less respect in the classroom than their white counterparts, receive worse student evaluations, and earn less money. This is especially true if they are teaching about diversity, or incorporate material from people of colour and white women.  
<http://diverseeducation.com/article/7747/>
- People of colour are asked to serve on committees and mentor students at much higher rates than white people. When it comes to hiring and promotion, these activities are not considered. <http://diverseeducation.com/article/7747/>
- White people view lighter-skinned African Americans and Latinos as more intelligent than their darker-skinned peers.  
<http://scu.sagepub.com/content/2/1/13.abstract>
- Resumes sent to hiring managers with stereotypically white names are 50% more likely to get a callback than identical resumes with stereotypically black names. <http://www.nber.org/digest/sep03/w9873.html>
- Professors emailed with a request to meet students are less likely to respond to names that sound non-white and/or female than names that sound like white males. <https://www.insidehighered.com/news/2014/04/24/study-finds-faculty-members-are-more-likely-respond-white-males-others>
- People, including teachers and police, see black children as less young and less innocent than white children.  
<http://www.thewire.com/politics/2014/03/people-including-cops-view-black-kids-less-innocent-and-less-young-white-kids/359026/>
- Black people who style their hair in a natural way are seen as less professional than those who straighten their hair to conform to white beauty standards.
- People of colour and white women who push for more diverse hires are penalized on their performance reviews. White men who push for diversity are rewarded: <http://exxecta.blogspot.com/2014/07/women-and-people-of-color-get-punished-24.html>
- People of colour are seen as oversensitive or “playing the race card” when they point out instances of racism. White people often deny racism, instead proposing

many other alternative explanations for discriminatory incidents. (When people (usually white people) deny a person of colour's experience, this is called "gaslighting") <http://amptoons.com/blog/2009/07/22/on-racism-and-certainty-or-how-white-people-are-gaslighting-people-of-color/>

- Students of colour interning at NCAR have been followed around in shops in Boulder under suspicion of shoplifting
- Students of colour interning at NCAR have had taxis fail to stop for them at conferences, until a white student has hailed one for them
- Students of colour interning at NCAR have had racial slurs shouted at them in the streets in Boulder.