

# Bingo Cards for Racist Bullsh\*t in Academia and STEM

## *A Reflection on Anti-Racist Scholar-Activism*

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In light of ongoing racist incidences and protests in the USA and elsewhere, there have been growing resistance movements and conversations of systemic and structural racism in society. In solidarity with #ShutDownSTEM, #ShutDownAcademia, #Strike4BlackLives and #BlackInIvory in early June 2020, we started pondering easy ways for people to think about systemic racism and how to combat it in academia and STEM fields. This started as a Twitter discussion that quickly morphed into a collaboration. We came up with Bingo Cards that succinctly capture ideas and thoughts that have been thoroughly researched, documented, and extensively discussed in detail by anti-racist, feminist, and social justice scholars and activists (see resources at end). These Bingo Cards can start off conversations that are necessary, encourage reflection and accountability, and foster ongoing discussions for transformative justice.

### The Racist Bullsh\*t Bingo Cards (#STEMBingo Cards):

These Bingo Cards serve as a reminder that whatever anti-racist education we undertake ourselves, the actual anti-racism behavior begins by shutting down the racist bullsh\*t we encounter in academic and STEM on a regular basis. So, certainly consume the anti-racism resources available, but bring those lessons to bear in your own communities.

Moreover, we also want to clarify that how one might hear bullsh\*t, respond to bullsh\*t, and act to correct racist bullsh\*t highly depends on your intersectional positionality in the gender and racial hierarchy of institutions, as well as across a hierarchy of professional risk, power, and safety. So, none of these responses or actions are meant to be universal. Nor do they provide a proper contextualization for trauma-informed approaches to social justice work. So, as you listen and engage, or as you consider using these bingo cards, take care to notice and attend to the response of your body and please prioritize your wellbeing.

The first card consists of **common racist tropes and bullshit** that occur more generally in academia and STEM. These are comments you may hear in discussions with colleagues.

## STEM Bullsh\*t BINGO Card



Call out culture is toxic	I'm not racist but _____	Maybe that's not what he meant	We don't have those problems here	_____ is too urgent. We'll focus on justice once we have solved it
We still need to do business as usual	He's always treated me well	I don't see color/race	But I don't have a _____ friend	We don't have a racism or inclusion problem in this department
We are all in this together	I am really hurting too	Not all white people	All Lives Matter	I just wish she'd use a different tone
<b>Reverse racism</b>	Lots of cops are kneeling at protests	This topic is too political	Social justice is a distraction	We are going to hire the most qualified person for the job
But, MLK said _____	We need to focus on the science	We've made enough accommodations	We don't have time for a land acknowledgement	We need to balance student health with _____

The second card consists of *responses* that can be used to call out the above-mentioned bullshit. These are more gut-level responses, and they include a fair amount of sarcasm or frustration that many of us feel.

**STEM Bullsh\*t RESPONSE BINGO**  **ROWAN  
INSTITUTE**

Diversity and inclusion is insufficient without justice and reparation	Whataboutery is not a real response	Everything is political	<b>BLACK LIVES MATTER</b>	No, you did not find all the experts
You are tokenizing an individual	Meritocracy is a myth	I am willing to risk professional credibility to do what is right	I am not willing to work here without this addressed	Just because you aren't aware of your privilege, doesn't mean you don't have any
I will not accept that	Decolonize the curriculum, not just diversify	<b>This is truly the sunken place</b>	There is nothing more important than safety	Diversity & inclusion are the same as thoughts & prayers
All Lives Matter is a racist and ahistorical frame, and is not tolerated	You are erasing 400 years of history	<b>All science is political</b>	I won't give labor to this organization until this is addressed	Google is your friend, use it to learn something
We are not all in this together.	Marketplace of ideas is white supremacist language	A budget that reflected our espoused values would look like this....	There is no such thing as reverse racism	Yes, all white people

The third card consists of **visions** that are necessary to fight structural and institutional racism for transformative justice. These are statements to help move the conversation forward, ground the conversation in effective change, and provide a vision of what the future would look like if we can get there.

## STEM Bullsh\*t **VISION** BINGO



BIPOC (Black, indigenous, and other people of color) are paid for their labor	Intersectional feminism is embraced as scholarship and praxis	Institutional affiliations with law enforcement are ended	Hiring and promotion processes are not decoupled from justice-seeking institutional work	White people are responsible for dismantling white supremacy
Structural barriers for participation are eliminated	All forms of labor are valued and compensated	BIWOC (Black, indigenous, and other women of color) are cited	Money is spent to address and repair harm	Moral courage is practiced
Systems of oppression are seen as interlocking	Meritocratic norms are exposed as harmful	<b>Decolonize and practice anti-racism</b>	Respectability politics are looked upon as upholding white supremacist norms	Department, program, and institutional budgets align with the DEI and antiracist values.
The heteronormative, ableist, white supremacist patriarchy is smashed	Ahistorical narratives are not tolerated	White people do not process their emotions at BIPOC	Comfort of the privileged is never valued over the safety of those marginalized	The racial and gender hierarchy is explicitly discussed
The white gaze is surfaced and dismantled	Embodied discourse is understood and normalized	Good faith engagement does not need a reward	Real apologies are expected and practiced	“Diversity” is downplayed and justice is uplifted

To pair with the Vision card (the third card), we recommend the following curated resources that we all appreciate in moving this conversation forward on university campuses, in committees, in relationships, and in the culture and more widely.

*STEM Bullsh\*t Bingo Cards - A reflection on anti-racist scholar-activism, June 2020*

Scaffolded Anti-Racist Resources:

<https://docs.google.com/document/u/1/d/1PrAq4iBNb4nVlcTsLcNIW8zjaQXBLkWayL8EaPlh0bc/mobilebasic>

Anti-Racist Resources: [https://docs.google.com/document/d/1BRIF2\\_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/preview?pru=AAABcnZds8Y\\*BosNWbot9-ulTo9FajbiNA&fbclid=IwAR3Qp4sZO-mBv-0z2\\_ftOlBU8AwjFG8AsJFDbYv4MWepC313v1--31lTatw](https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirITwCTugSfKie5Fs/preview?pru=AAABcnZds8Y*BosNWbot9-ulTo9FajbiNA&fbclid=IwAR3Qp4sZO-mBv-0z2_ftOlBU8AwjFG8AsJFDbYv4MWepC313v1--31lTatw)

STEM planning guidelines: <https://www.shutdownstem.com/your-plan>

Is your university racist: <https://www.insidehighered.com/advice/2018/05/25/questions-institutions-should-ask-themselves-determine-if-they-are-operating#.XuCluRQiVfx.twitter>

You can't defeat racism with 'reading lists':

<https://www.theguardian.com/commentisfree/2020/jun/12/anti-racist-reading-lists-educating-ourselves-in-the-streets>