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- “#BlackInTheIvory is knowing you could share your story, but you remember you are working really hard for tenure and do not want any backlash. So you click the hashtag, read the stories, silence yourself, and promise that you’ll come back to this in 3 years (protected & promoted).”
 - “‘She (i.e. me) was promoted because she is a black woman.’ Someone I know very well made this comment to another person in authority after my promotion to full professor. As a #BlackintheIvory, comments such as this diminish my hard work. It’s a constant struggle.”
 - “Academia is full of people who avoid eye contact, who always forget your name, who can’t tell you apart from the other black guy, who say they’ve never seen you before even though you’re the only black person, who only hear your idea if someone white repeats it. #BlackintheIvory”
 - “My first day of work someone from the chemistry department physically blocked me from getting my mail in the faculty mailroom. Threatened to call the police because they thought I was a student trying to steal mail. Didn’t believe my faculty ID was real.”
 - “If you are a white academic, the most important thing you can do today is enter #BlackintheIvory in Search Twitter. Read every one. Don’t pretend you are surprised. At some level, you knew. Ask yourself what you’ve done about it. Then decide what you are going to do about it now.”

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- “After ~2 months as a Berkeley postdoc, I was trying to enter the physics building just before it auto-locked at 6 PM. While the doors were still unlocked, a white student (UG or grad, not sure) stood in the doorway and demanded to see my ID before I could enter. #BlackintheVory”
 - “There’s 22 Black women in the US with PhDs in Astronomy. #BlackInTheVory”
 - “In grad school: 1) At the KBT Cafe while trying to get lunch I was handed trash and told to dispose of it. 2) on my way to lab a delivery vehicle was blocking the loading dock at Bass and some pissed off guy came up to me and told me to move it. #BlackintheVory”
 - “Being #BlackintheVory is being required to do unpaid labor: getting colleagues to recognize their anti-blackness, doing the diversity work bc your program won’t hire diverse faculty, mentoring other POC students. Meanwhile your white colleagues get to just focus on their science.”
 - “The fucked up thing about the #BlackintheVory hashtag is most of us are sharing our safe stories. Marinate on that for a minute.”



“Anti-racism can be defined as some form of focused and sustained action, which includes inter-cultural, inter-faith,...communities with the intent to change a system which has racist effects.” Do you think anti-racism exists in the LHC community?



Even if black students are admitted to undergraduate and graduate programs, they face challenges that are often much more severe than those of other students. Do you have ideas on how we can provide additional support (academic, emotional, etc.) so that they are offered the same opportunities as other students?



What concrete actions can US ATLAS and US CMS take to increase the engagement of PIs, funding agencies, and university management regarding the dynamics discussed so far today?