Postdoctoral Affairs Advisory Committee Minutes

June 26th, 2020 3:00pm – 4:00pm

**Introductions & Check-ins**

**First group discussion and brainstorming session for Antiracist/Social Justice Postdoc Group:** We aim to offer antiracist postdoc programming that provides training and community to empower postdocs to incorporate antiracist action into their career plans.

Develop Antiracist resource page on [Postdoc Affairs website](http://postdoc.aa.ufl.edu/).

President Fuch’s statement: [Another Step Toward Positive Change Against Racism](http://statements.ufl.edu/statements/2020/june/another-step-toward-positive-change-against-racism.html)

[Collection of resources from the UF Health Science Center Library.](https://guides.uflib.ufl.edu/HSCLDiversity)

Explore and uncover implicit bias using the [Harvard Project Implicit](https://implicit.harvard.edu/implicit/research/) tests. Dr. Kate Ratliff : <http://explore.research.ufl.edu/the-bias-within.html>

Learn about the [UF workforce](https://ir.aa.ufl.edu/uffacts/workforce/)

[NCFDD](https://cdo.ufl.edu/resources/ncfdd/)

[Meet your Campus Diversity Liaison](https://cdo.ufl.edu/about/diversity-network/)

Create space and provide trainings to support postdocs committed to making antiracist action part of their careers: perhaps a regular offering of trainings that empowers postdocs to lead change here at UF and in their future institutions

Crucial Conversations training or [University of Alaska – Start Talking](https://www.uaa.alaska.edu/academics/institutional-effectiveness/departments/center-for-advancing-faculty-excellence/teaching/dialogs.cshtml)

Implicit Bias training; Could Dr. Ratliff help guide our use of the implicit bias tests?

Antiracist community group: share resources, discuss experiences, peer support and networking

Possible pilot in Fall 2020? July PAC meeting will continue to develop this plan.

Also if you missed the [Academics for Black Survival and Wellness](https://www.academics4blacklives.com/) week, last week. The resources are still available online and you can follow them on your own schedule.

**Immigration:** We ran out of time before we could fully discuss the recently expanded restrictions to immigration into the U.S and the impact of these restrictions on UF Postdocs. Below are some helpful resources for understanding these changes.

Fragomen, the Immigration law practice that UF contracts with has provided a [summary on the recent Ban on H-1B, L-1, H-2B and J-1 Entry Beginning June 24](https://www.fragomen.com/insights/alerts/president-trump-imposes-ban-h-1b-l-1-h-2b-and-j-1-entry-beginning-june-24). Note that you can subscribe to alerts from Fragomen if you want receive regular insights and invites to informational events related to immigration policy. You can view the [Fragomen Webcast: Immigration in the Trump Administration](https://event.on24.com/wcc/r/2449066/F7CF66DA55AB5E149DD0444EA97C42AF) **from June 25th on-demand,** where several Fragomen attorneys offer analysis on the recent changes outlined in the link above.

UF Vice President for Human Resources, Jodi Gentry, has stated that visa processes for postdocs are expected to remain unchanged since J-1 Scholar and F-1 OPT programs are not included in the recent federal proclamation. The greatest impact is on UF’s ability to sponsor H-1B visas for faculty. If you, or someone you know have questions related to immigration, please contact a [representative from the UF Exchange Visitor Services office](https://internationalcenter.ufl.edu/staff/exchange-visitor-services) or email the office generally at [evs@ufic.ufl.edu](mailto:evs@ufic.ufl.edu). While I cannot provide advice related to immigration, I am always available to help you find someone who can, so please do not hesitate to reach out to me at [LilyRLewis@ufl.edu](mailto:LilyRLewis@ufl.edu).