



LET'S TALK ABOUT BLACK LIVES MATTER



INEQUALITY IN NUMBERS:

While Black Americans make up 10% of college graduates...

...there are only four Black CEO's of Fortune 500 companies.

According to the Economic Policy Institute, nearly 1 in 5

Black households have zero or negative net worth. Just 9 percent of white families are that poor.

Black men account for 6% of the US population



but 40.2% of the prison population



...65% are still awaiting trial



"You have to act as if it were possible to radically transform the world. And you have to do it all the time."
— Angela Davis

WHAT IS BLACK LIVES MATTER?

Founded in 2013 in response to the acquittal of Trayvon Martin's murderer, BLM seeks to eradicate white supremacy and intervene locally in violence inflicted on Black communities. They are committed to creating a world free of anti-Blackness, where every person has the social, economic, and political power to thrive.

All 50 states and at least 18 countries have participated in the BLM protests—making it the largest civil rights movement in history.

WHAT DOES IT MEAN TO BE AN ALLY? To be an ally is to be an active agent of change. This includes proactively recognizing your privilege, amplifying Black voices, and working towards a permanent social and systematic change. In the words of author Ibram X Kendi, "No one becomes 'not racist,' despite a tendency by Americans to identify themselves that way. We can only strive to be anti-racist on a daily basis."

HOW CAN I HELP? **ACTION** Peaceful protests are a part of change. They are a way to send messages to law makers, stand in solidarity, and make a statement as a community. You have a right to speak your mind. Make a sign. Wear a mask. Bring a buddy.

EDUCATION Recognize that which you do not understand and dedicate time to learning more. Understand that it is a privilege to learn about racism from these resources instead of experiencing it first hand. It is not the Black community's role to educate. The resources are readily available and it is the responsibility of every engaged citizen to leverage them. Read a book, watch a documentary, listen to a podcast, challenge an idea.

CONVERSATION Speak up and challenge racism when you see it. Ask questions and have an open dialogue within your community – at the dinner table, your staff meeting, or on the phone with a friend. Let yourself feel uncomfortable and recognize mistakes as an opportunity to learn.

LEGISLATION Change starts on the local level. Register to vote and hold elected officials accountable. Pay attention to how decisions by your senator, your governor, your mayor, your city council members will affect people who don't look like you. Demand that your local government officials implement policies that eliminate police violence and actively work to combat social inequality.

DONATE Your financial support can fund organizations giving visibility to and advocating for Black causes, as well as help bail peaceful protesters out of jail. Donations are a recognition of socioeconomic inequality and the systemic privilege which allows that position. Make these donations recurring and continue to support even when the "buzz" dies down. This is a cultural shift, not a fleeting moment.

Do some research and find a local organization in your community to support!

The Bail Project
bailproject.org

ACLU
aclu.org

NAACP
naacp.org

Black Trans Org:
The Marsha P. Johnson Institute
marshap.org

RESOURCES:

WHAT TO READ:
Between the World and Me by Ta-Nehisi Coates
How to be an Antiracist by Ibram X. Kendi
The New Jim Crow by Michelle Alexander
Just Mercy by Bryan Stevenson

AGES 13-17:
Stamped: Racism, Antiracism, and You by Jason Reynolds and Ibram X. Kendi

AGES 9-12:
One Crazy Summer by Rita Williams-Garcia

AGES 5-8:
Each Kindness by Jacqueline Woodson

AGES 3-5:
Last Stop on Market Street by Matt de la Peña
We encourage you to buy books from Black/locally owned bookstores!

WHAT TO WATCH:
13TH by Ava DuVernay (Netflix)
When They See Us by Ava DuVernay (Netflix)
Let It Fall: Los Angeles 1982-1992 by John Ridley (Netflix)

PODCASTS:
1619 from The New York Times
About Race with Reni Eddo-Lodge
The Code Switch from NPR

sources + digital version: [BIT.LY/FLYER-INFO](https://bit.ly/flyer-info)

PLACES TO DONATE:

BE OPEN TO CHANGE.



—Victor Varnado via The New Yorker



SAY THEIR NAMES



AHMAUD ARBERY

On February 23, 2020, 25 year old Ahmaud Arbery was fatally shot while on a jog. He was killed by an ex-cop and his son, armed residents of the neighbourhood, who acted on a self-described “gut feeling” that this young Black jogger was responsible for previous thefts in the area. Glynn County police have said they have no records of home break ins or burglaries between Jan 1 2020 and the day Ahmaud was killed.

Ahmaud Arbery played football in high school and was committed to staying in shape. He was careful with what he ate and went on a run almost every day. His mother finds peace in knowing she said “I love you” as he headed out for his jog that morning, and remembering hearing it back.

BREONNA TAYLOR

On March 13, 2020, 26 year old Breonna Taylor, was fatally shot eight times in the middle of the night while sleeping in her home. Louisville Metro Police Department Officers forced entry into her apartment under the authority of a “no-knock warrant” for a drug raid. They were at the wrong house. The two people they were searching for had been arrested earlier that afternoon.

Breonna was an EMT with dreams of becoming a nurse. She had been working overtime as a first responder for Coronavirus patients. She loved to play cards with her family. She would have turned 27 on June 5th.

GEORGE FLOYD

On May 25, 2020, 46 year old George Floyd died by asphyxiation when a police officer knelt on his neck for almost nine minutes. Floyd was handcuffed face down on the street as three other policemen watched. The police had been called to the scene to investigate potential use of a counterfeit \$20 bill. The horrific video footage of Floyd gasping, “I can’t breathe,” has sparked national outrage.

George Floyd, “Floyd” to his friends, was a Houston native who had moved to Minneapolis to become a truck driver. He is a father to two daughters, the youngest one just 6 years old.

TONY McDADE

On May 27, 2020, 38 year old Tony McDade was shot by a police officer in Tallahassee, Florida. The officers gave no warning before firing shots at McDade, who they believed could be a suspect for a crime earlier that day. The officer who killed McDade is still unnamed. He remains protected by a Florida law that classifies police officers involved in shootings as victims and thus guarantees their anonymity. Since March 2020, Tallahassee police have fatally shot three people—all of whom were Black.

Tony is at least the 12th American trans person to be killed in 2020.

OVERT WHITE SUPREMACY

- Hate Crimes •
- Blackface • The N-word • Neo-Nazis •
- Burning Crosses • Racist Jokes • Lynching • Swastikas •
- Racial Slurs • KKK

COVERT WHITE SUPREMACY

- Calling the Police on Black People •
- Colorblindness • Eurocentric Curriculum •
- Mass Incarceration • Racist Mascots •
- “Make America Great Again” • Blaming the Victim • Hiring Discrimination • Fearing People of Color • “I never owned slaves” • Police Brutality • Bootstrap Theory •
- “All Lives Matter” • BIPOC* Halloween Costumes • Racial Profiling • Denial of White Privilege • Prioritizing White Voices as Experts • Treating Kids of Color as Adults • Assuming Good Intentions Are Enough • “It’s just a joke” • Cultural Appropriation •
- Eurocentric Beauty Standards • Claiming Reverse Racism • English-Only Initiatives • Celebration of Columbus Day • “It’s gotten better” • Anti-Immigration Policies • Tokenism • Expecting BIPOC* to Teach White People • Education Funding Proportionate to Property Taxes • Believing We Are “Post-Racial” • “There’s Only One Human Race” • Housing Discrimination • Prioritizing Intentions Over Impact • “Politics don’t affect me”

DISCUSSION

QUESTIONS TO ASK AROUND THE DINNER TABLE:

Have you ever been in a room where nobody looked like you?

When did you become aware of the construct of race?

How has your whiteness helped you succeed financially?

Can you think of a time when you may have done something racist, consciously or unconsciously?

What are some examples of ways you can be an active agent of change in your community?

How can you educate yourself on the historical context of race in this country and community we exist in?

*BIPOC: Black, indigenous, and people of color



BE OPEN TO CHANGE.



sources + digital version:
WWW.BIT.LY/FLYER-INFO



FOR YOUR CONSIDERATION



BE OPEN TO CHANGE.