

**turn
your
compa
ssion
into
action.**

BLACK LIVES MATTER.

Hello

I have compiled this list of resources and ACTION items for those of us who have been outraged and *moved to action* by the most recent atrocities toward the Black community, from examples of implicit bias, overt racism, to murder.

It is not a complete list of all we can do. **But it is a start.**

One thing I keep hearing from by Black colleagues, friends, and strangers, is that they don't need us to do things perfectly. They just need us to do something.

So please do not let the fear of 'getting it wrong' stop you from taking action.

I have placed these action items into different categories. And under each category I give links to educate yourself, and then take action.

Understanding Systemic Racism, Being Anti-Racist, and an Ally

Justice

Make Change at Work

Create Change to Policing

Vote & Dig Deeper

Understanding Systemic Racism, Being Anti-Racist, and an Ally

Education

[Talking About Race \(Smithsonian\)](#)

[Systemic Racism Explained \(video\)](#)

[Guide to Allyship](#)

[Watch this IG Video: Uncomfortable Conversation with a Black Man](#)

[Watch the Movie '13th'](#)

Action

1. Know and acknowledge your own implicit biases. Take Harvard's 'Project Implicit' Test
<https://implicit.harvard.edu/implicit/selectatest.html>
Select 'Race IAT Test'
2. Watch these documentaries on racism:
https://www.docplay.com/articles/10-documentaries-to-watch-about-race-instead-of-asking-a-person-of-colour-to-explain-things-for-you/?fbclid=IwAR26wttP0sgFHM-uZRx0AdDAb4_q9bLioCW99bOVCxhx-lu-9pub1xANVvU
3. Read these books: <https://bookshop.org/lists/time-for-some-action>
4. Follow the ['Dos' and 'Donts' of Allyship](#) from the above resource.

Understanding Systemic Racism, Being Anti-Racist, and an Ally

5. Do as many of these actions as possible:

- Learn to recognize and understand your own privilege, and examine your own biases.
- Listen to your Black colleagues and friends, acknowledge their reality.
- Avoid racist language and call it out when you see or hear it (i.e. micro aggressions, stereotyping, and derogatory language such as the N-word).
- Vocalize your support for the Black community and share their stories.
- Support the Black Lives Matter movement, pro-Black progress, and Black organizations.
- Get involved in your company or school's works or local campaigns to expand opportunities for Black lives.
- Avoid appropriating a culture that is not yours. Have an open and honest discussion with children, family members, or others about racism.
- Read books or articles on racial inequality, social injustice, and history of Anti-Black racism.
- Reach out to local, county, state, and government representatives to voice your concerns and demand justice for victims of police violence and Anti-Black racism.

Understanding Systemic Racism, Being Anti-Racist, and an Ally

6. Follow This Calendar of Activities

30 DAYS / 30 WAYS
TO BE AN ALLY TO THE BLACK COMMUNITY

DAY 1 Share this resource with a non-POC	DAY 2 Donate to Reclaim the Block	DAY 3 Watch <i>When They See Us</i>	DAY 4 Sign Color of Change's petition #JusticeForFloyd	DAY 5 Watch the movie <i>13th</i>
DAY 6 Call your state legislator and demand criminal justice reform	DAY 7 Sign Black Visions Collective's petition to defund the Minnesota Police	DAY 8 Read <i>The New Jim Crow</i> by Michelle Alexander	DAY 9 Donate to Black Lives Matter	DAY 10 Watch <i>Dear White People</i> (movie)
DAY 11 Talk to a friend or family about how they can be a better ally	DAY 12 Donate to National Bail Out Fund	DAY 13 Stop buying from a company that uses prison labor	DAY 14 Listen to NPR's "Code Switch" Podcast	DAY 15 Watch <i>12 Years A Slave</i>
DAY 16 Talk about racial injustice with a non-POC	DAY 17 Donate to National Police Accountability Project	DAY 18 Read <i>White Fragility</i> by Robin DiAngelo	DAY 19 Listen to Scene On Radio's "Seeing White"	DAY 20 Buy something from a black-owned business
DAY 21 Watch <i>Trigger Warning with Killer Mike</i>	DAY 22 Donate to the NAACP	DAY 23 Diversify your Instagram Feed. Follow POC	DAY 24 Amplify a black voice on your Instagram & CREDIT THEM	DAY 25 Watch "America to Me"
DAY 26 Buy something from a black-owned business (yes, again)	DAY 27 Watch the show <i>Watchmen</i>	DAY 28 Check on your black friends. Ask what they need	DAY 29 Watch <i>Fruitvale Station</i>	DAY 30 Recognize that this is not the end of your learning

SOURCES:
Cherokee Washington @cheeks_04
"75 Things White People Can Do For Justice" by Corinne Shutack

CREATED BY
@tylereloince 

Justice

Education

[Grass Root Law Project: The Plan](#)

[Read the FAQs about Getting Justice on Attorney Lee Merritt's Website](#)

Action

1. Donate to the Official [George Floyd Memorial Fund—Go Fund Me](#)
2. Sign this Change.org petition:
https://www.change.org/p/mayor-jacob-frey-justice-for-george-floyd?utm_source=brand_us&utm_medium=media&use_react=false
3. Donate to <https://action.justiceforbreonna.org/sign/BreonnaWasEssential/>
4. Join [AWARE-LA](#) (if you are in Los Angeles) who's work is rooted in showing up for racial justice
 - [JOIN THEIR ACTION and EVENTS listserv](#) (A weekly digest of upcoming actions, events, and other ways to plug into the movement, plus as-needed urgent action alerts)
 - [JOIN THEIR AWARE-LA Saturday Dialogue listserv](#)
If you are not in Los Angeles, check here for your local chapter:
<https://www.showingupforracialjustice.org/>

Make Change at Work

Education

[Addressing Racism in the Workplace](#)

[US Businesses Must Take Meaningful Action Against Racism](#)

Action

1. Download and Sign this email template to hold your employer accountable for racial injustice
<https://www.patreon.com/posts/37737054>
2. Watch this video on How to be an ally at work:
<https://www.linkedin.com/video/live/urn:li:ugcPost:6673252788379688960/>
3. Download these conversation starters:
[Harvard IOP Sessions Handouts](#)
4. Call-out discrimination - If you see or perceive discrimination against a colleague, **don't stay silent. Silent outrage will NEVER change anything.** If you hear jokes or statements that have a racist undertone, point them out too.
5. Create a space to have conversations around racism and social justice. Make this a regular topic of conversation. Be willing to listen and learn.

Create Change to Policing

Education

[New Era of Public Safety Toolkit \(civilrights.org\)](http://civilrights.org)

[The Science of Justice \(policingequity.org\)](http://policingequity.org)

[Policing Policies: Solutions Overview \(Campaign Zero\)](#)

Action

- 1.** Find your state representative using the tool at the bottom of this link. Contact them and ask what they are doing to create police reform: <https://www.joincampaignzero.org/#vision>
- 2.** Sign this petition: [Color of Change—Sign a Petition to End Violent Policing Against Black People](#)
- 3.** Sign this petition from Black Lives Matter that calls for excessive police funds to be diverted to community resources, (option to donate in addition to signing: <https://blacklivesmatter.com/defundthepolice/>
- 4.** Sign this petition from Reclaim the Block specifically calling for reform of the Minneapolis Police Department: <https://www.reclaimtheblock.org/home>
- 5.** Send President Obama's to 'Commit to Action' pledge to your mayor, and ask him/her to sign it. It asks mayors to commit to addressing police use of force policies. <https://www.obama.org/mayor-pledge/>

Create Change to Policing

6. Contact your mayor, city legislators, and chief of police to demand some or all of the following:
 - Require your local police department to adopt community policing as its key operational philosophy.
 - Implementation of community policing principles and practices throughout the department, and ensure that all officers apply these principles and practices to their work through monitoring and continuous training.
 - Proper investigation and discipline for police misconduct and brutality.
 - Training practices that include implicit bias and de-escalation training.
 - Creating a culture where officers are rewarded, not punished for stopping police brutality seen by another officer.
 - Ban discriminatory policing policies, like racial profiling.
 - Advocate for the municipality to divert resources away from making arrests and toward programs that meet people's basic needs.
 - Allocate sufficient funds to support community-based services such as: 24-hour mental health crisis response teams, preventive mental health services, mobile crisis units, walk-in centers, mobile crisis teams, peer crisis support services, and crisis stabilization units
 - Ensure that police officers are receiving mental and emotional healthcare to combat the on-the-job stress that can lead to abuse of power.

7. Start a conversation with a police office, or your local department. Ask them about their policies and share your concerns.

Other Actions

Vote

In California, check here to make sure you are registered to vote: <https://voterstatus.sos.ca.gov/>

Dig Deeper

- [75 Things You Can Do Now](#)

In This Together

I have compiled this list from a host of resources. Im sure there are many more. Please feel free to share other resources with me and connect with me.



van@worksmartadvantage.com



[Van Lai-DuMone](#)



[worksmartadvantage](#)