

What Can I do to Help?



As you are navigating your own response to the global and domestic unrest, remember that it's hard for anyone to have the “right” answers or know what to say.

Most of us feel out of control of our lives, fearful for our own safety and the safety of the people we care about and scared of impending changes to the world. For some, this anxiety over the future can be emotionally draining while for others it can spark frustration or rage. Instead of feeling helpless, here are some of our suggestions for how to be an active part of what's going on, while maintaining your safety.

Black men and boys face the highest risk of being killed by police—at a rate of 96 out of 100,000 deaths. By comparison, white men and boys face a lower rate of 39 per 100,000 deaths, despite being a bigger portion of the U.S. population.

Source: Proceedings of the National Academies of Sciences, 2019.

Black men are significantly more likely to die at the hands of police than white men. This is not opinion, but fact.

We will never achieve the level of unity, compassion, and healing from our collective trauma, until we each look inside ourselves and challenge ourselves to do better. That means understanding that white privilege is real, that racism is endemic to our country, and that police brutality against people of color continues because too few of us in the racial majority understand the very legitimate survival fears and unequal treatment that comes with having brown skin.

We must speak up, demand reform, and vote.

How to be an Ally

According to Latham Thomas, optical Allyship is “allyship that only serves at the surface level to platform the ‘ally’, it makes a statement but doesn’t go beneath the surface and is not aimed at breaking away from the systems of power that oppress.”

Being an ally means using your privilege to actively combat the affects of systemic racism. Here’s how you can do so:

1. Confront racism.

- ▶ Use your voice as a non-Black person to draw attention to microaggressions and discrimination. While it may feel uncomfortable or hard to speak up to someone, it is likely more uncomfortable to have to hear such things said about you.

2. Check on your Black friends, family & loved ones.

- ▶ Constantly being exposed to videos of violence against members of their community can be extremely traumatic.
- ▶ Make sure your friends know that you are there to listen, and not to tell them how they should be feeling about what is going on in the world.

3. Avoid sharing or reposting traumatic content.

- ▶ If you see videos of brutality or violence, do your best to spread information without them, or after warning your audience of potentially traumatic content. It can be harmful to those who have experienced such violence, as well as those who are rightfully scared.

4. Do diligent research.

- ▶ Read up on antiracist works and do your best to acknowledge when you have made mistakes in the past. Learning and education are the best ways to combat systemic racism. The EAP has a list of recommended readings on the topic of white supremacy.
- ▶ It is not your Black friend's responsibility to educate you, constantly being asked about your racial identity, however well intentioned, can be exhausting.
- ▶ Consider these questions:
 - + How are you making a long-term impact or affecting change? What can you do to encourage others?
 - + Can you mentor a young person?
 - + Can you influence the organizations you are a part of to be more active in their support? How?
 - + Could you offer your time to organizations who are making a change?

5. Do not make conversations about race about you.

- ▶ Instead of speaking on your experiences, defer to your Black friends, colleagues and coworkers. Use your voice and platforms to amplify their voices and sentiments. Ask questions to listen to their answers, rather than to simply respond.
- ▶ Take care in how you're communicating your thoughts and feelings at this time. For example, "it's a shame that he was killed, but the riots and looting need to stop." versus saying "It's a shame that looting and riots are happening, but we need these killings to stop" could sound like you are prioritizing property over lives.
- ▶ Make sure that you are communicating that your friend's safety and sanity is of utmost importance to you.

How to actively participate in the Black Lives Matter movement without attending protests:

- ▶ If you are able, donate to bail funds in your area and around the country.
- ▶ Share links to any resources you come across: bail funds, legal resources for those arrested, safety precautions, literature, etc.
- ▶ Offer to babysit children or pets of those who are protesting.
- ▶ Offer to pick up or drop off people who are protesting, and may not have access to safe modes of transportation.
- ▶ Donate your time to organizations who are collecting food, water, and medical supplies to support protestors.



Anti-Racism Resources

Resources for Parents to Teach Children Anti-Racism:

Podcasts:

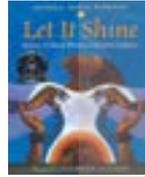
Parenting Forward Podcast episode: "Five Pandemic Parenting Lessons with Cindy Wang Brandt"

Fare of the Free Child Podcast

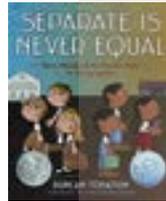
PBS's Teaching Your Child About Black History Month

Your Kids Aren't Too Young to Talk About Race: Resource Roundup from Pretty Good

@theconsciouskid
Instagram



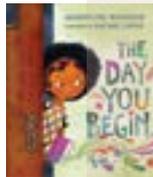
Let It Shine: Stories of Black Women Freedom Fighters by Andrea Davis Pinkney



Separate is Never Equal: Sylvia Mendez & Her Family's Fight for Desegregation by Duncan Tonatiuh



The Day You Begin by Jacqueline Woodson



Something Happened in Our Town by Marianne Celano, Marietta Collins, and Ann Hazzard



Malcolm Little: The Boy Who Grew Up to Become Malcolm X by Ilyasah Shabazz

General Resources for Anti-Racism

Articles

- ▶ “America’s Racial Contract Is Killing Us” by Adam Serwer | Atlantic (May 8, 2020)
- ▶ Ella Baker and the Black Freedom Movement (Mentoring a New Generation of Activists)
- ▶ “My Life as an Undocumented Immigrant” by Jose Antonio Vargas | NYT Mag (June 22, 2011)
- ▶ The 1619 Project (all the articles) | The New York Times Magazine

Podcasts

- ▶ 1619 (New York Times)
- ▶ About Race
- ▶ Momentum: A Race Forward Podcast

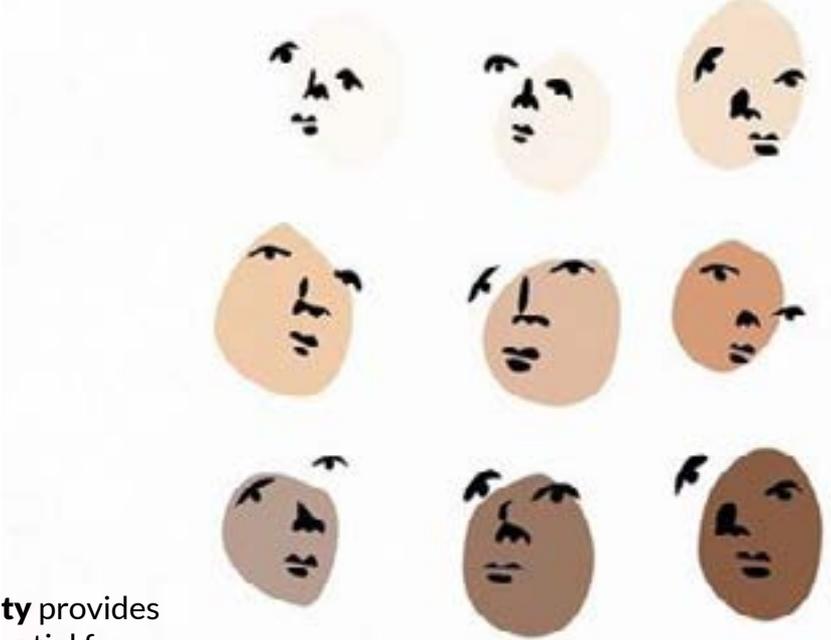
Books:

- ▶ Black Feminist Thought by **Patricia Hill Collins**
- ▶ Eloquent Rage: A Black Feminist Discovers Her Superpower by **Dr. Brittney Cooper**
- ▶ A People’s History of the United States by **Howard Zinn**
- ▶ Heavy: An American Memoir by **Kiese Laymon**
- ▶ How To Be An Antiracist by **Dr. Ibram X. wKendi**
- ▶ I Know Why the Caged Bird Sings by **Maya Angelou**
- ▶ So You Want to Talk About Race by **Ijeoma Oluo**
- ▶ The New Jim Crow: Mass Incarceration in the Age of Colorblindness by **Michelle Alexander**
- ▶ The Next American Revolution: Sustainable Activism for the Twenty-First Century by **Grace Lee Boggs**
- ▶ The Warmth of Other Suns by **Isabel Wilkerson**

Films and TV series to watch:

- ▶ 13th (Ava DuVernay) – Netflix
- ▶ American Son (Kenny Leon) – Netflix
- ▶ Black Power Mixtape: 1967-1975 – Available to rent
- ▶ Clemency (Chinonye Chukwu) – Available to rent

Diversity vs. Inclusion



Diversity provides the potential for greater innovation and creativity.

Inclusion is what enables organizations to realize the business benefits of this potential and the extent to which each person in an organization feels welcomed, respected, supported, and valued as a team member.

Diversity and inclusion, then, are two halves of the whole. Value is leveraged only by working from a definition of diversity that enables everyone—employees, management, customers, prospects, and collaborators—to feel that they are included and accepted and have a valued place in the organization. That also keeps it from being “us” (the majority) and “them” (the minorities). Everyone has a perspective to offer—and their own preconceptions about others to deal with.

“Covering” is sometimes prevalent in organizations and needs to be recognized and considered.

Covering occurs when an organization recruits a diverse workforce but, consciously or otherwise, promotes assimilation rather than inclusion. **The subtle (if unintended) message to recruits is “you are welcome despite who you are, not because of who you are.”**

source: Deloitte white paper- “Global Human Capital Trends 2014” by Yoshino and Smith SHRM 2020 learning system; Workplace, page 76

photo by @joeyunlee on instagram



Racial Covering in the Workplace

Covering affects workers along 4 dimensions:

- ▶ **Appearance**
Adjusting their regular attire, grooming, and mannerisms to “blend in” so there is less room for judgement by peers.
- ▶ **Affiliation**
Avoiding behaviors associated with their “identity group” (culture, ethnic minority, sexual orientation, etc.) to avoid perpetuating harmful stereotypes.
- ▶ **Advocacy**
Avoiding engaging in advocacy on behalf of their identity group in fear they will not be met with support.
- ▶ **Association**
Avoiding associating with members of their identity group to avoid being stereotyped.

If you believe that your workplace is being affected by racial trauma and would like to take steps to make change, Perspectives' EAP offerings include:

- ▶ 2-part diversity seminar program that addresses covering, microaggressions and exercises to help leaders foster a healthy and inclusive environment for their employees.
- ▶ Counseling for your employees who may have already experienced or are currently experiencing racial trauma
- ▶ Legal consultations and benefits
- ▶ Online Articles, Skillbuilder courses, and webinars

Help and support is just a call or click away.



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