



MAY 2020

**STANDING
UNIT
ED**

THE
FIGHT
AGAINST
INEQUALITY



THE OBJECTIVE

BRIEF INTRODUCTION



SIMPLY PUT: IT ISN'T AN EASY CONVERSATION TO HAVE FOR ASPIRING ALLIES OR BLACK PEOPLE.

FOR BLACK PEOPLE, THERE'S A LOT OF ANXIETY BECAUSE IT'S HARD TO FIGURE OUT WHERE TO START WITHOUT OVERWHELMING YOURSELF OR THE PEOPLE YOU WANT TO EDUCATE.

AS AN ALLY, IT'S HARD TO FIND "ACTION ITEMS" AND WAYS TO GET INVOLVED WITHOUT FEELING ILL EQUIPPED IN THE JOURNEY TO BECOMING IMPACTFUL AND SUPPORTIVE.

THIS DECK SOLVES THAT.

WHAT TO EXPECT FROM THIS DECK

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THE REASONING BEHIND THE PROTESTS

GEORGE FLOYD
AND
THE RESULT

THE RECENT MURDER OF GEORGE FLOYD IS A RESULT OF THE ON-GOING ISSUE OF **POLICE BRUTALITY AND BIAS** WHEN CONSIDERING THE VALUE OF BLACK MEN AND WOMEN'S LIVES. FLOYD WAS ARRESTED FOR USING A COUNTERFEIT \$20 TO BUY CIGARETTES IN MINNEAPOLIS ON MAY 25TH. OFFICERS CLAIM HIS RESISTANCE LED TO THE VIDEO FOOTAGE SHOWING DEREK CHAUVIN KNEELING ON FLOYD'S NECK FOR 8 MINUTES - AN ACT THAT ULTIMATELY LED TO HIS DEATH. THIS IS **NOT THE FIRST TIME** POLICE FORCE HAS LED TO THE DEATH OF A PERSON OF COLOR (POC) HOWEVER, THIS INCIDENT HAS LED TO **NATIONWIDE PROTESTS** THAT HAVE PUT A MORE INTENSE FOCUS ON LAW ENFORCEMENT BIAS AGAINST POC THAT HAVE BEEN LEFT UNACKNOWLEDGED AND MISTREATED BY THOSE IN POWER.



THESE PROTESTS ARE NOT BASED ON FLOYD ALONE. RATHER, THE **MISTREATMENT AND BLATANT RACISM** SHOWN AGAINST UNARMED/NON-VIOLENT POC THAT HAVE BEEN GOING ON FOR DECADES. PROTESTORS THAT HAVE TAKEN THE STREETS OF MANY DIFFERENT CITIES ACROSS THE COUNTRY TO **STAND IN SOLIDARITY WITH THE BLACK LIVES MATTER MOVEMENT TO MAKE A DEEPENED PUSH FOR LAW ENFORCEMENT REFORM.**



OTHER IMPOR TANT FACES TO KNOW

See a list of all lives taken by police
brutality in resources below



Tamir Rice

12yo shot in Cleveland, Ohio by
Timothy Loehmann.

Tamir was throwing snowballs
and playing with a toy pellet gun.
Was shot within 2 seconds of
Loehmann exiting his vehicle.



Sandra Bland

28yo that died via hanging in
police custody in Hempstead, TX
Sandra was arrested after a
routine traffic stop. Though her
death was ruled suicide, there is
evidence of foul play based on
the events leading up to her
death.



Eric Garner

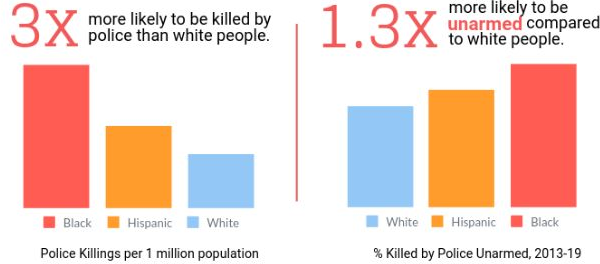
43yo that died via chokehold
from Daniel Pantaleo in NYC
Eric was suspected of selling
loose cigarettes that lead to a
deadly confrontation. He died
proclaiming "I cant breathe"



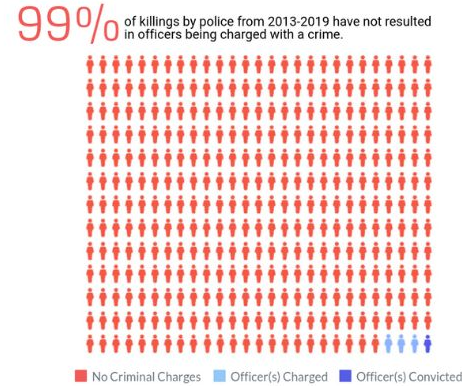
UNCOMFORTABLE FACTS ABOUT POLICE BRUTALITY

See more metrics in resources below
Data pulled from
MappingPoliceViolence.com

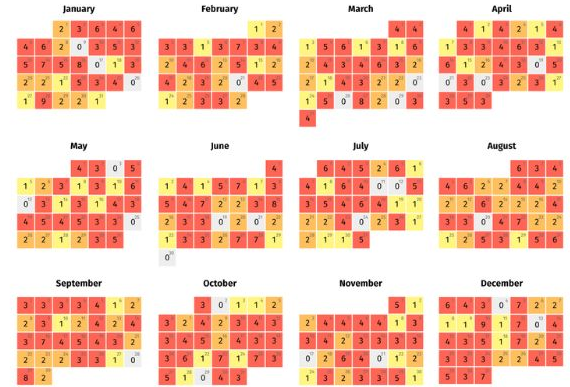
Black people are most likely to be killed by police



There is no accountability

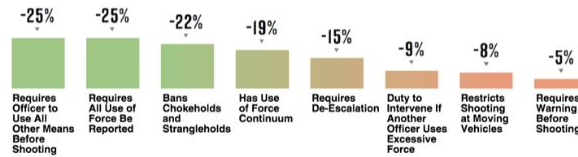


There were only 27 days in 2019 where police did not kill someone.



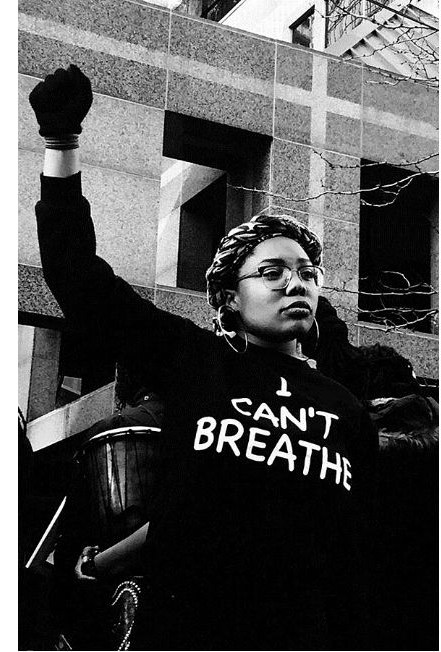
There are proven solutions

Police Departments that have adopted these use of force policies kill significantly **fewer people**. But few departments have adopted them.



Percent fewer police killings by police departments with each policy implemented

Source: useofforceproject.org



What is Black Lives Matter?

THE BLM MOVEMENT WAS FOUNDED IN 2013 AS A RESULT OF TRAYVON MARTIN'S MURDER. THIS GLOBAL ORGANIZATION STRIVES TO "ERADICATE WHITE SUPREMACY AND BUILD LOCAL POWER TO INTERVENE IN VIOLENCE INFLICTED ON BLACK COMMUNITIES BY THE STATE AND VIGILANTES."(BLM.2020) THROUGH EXPANSIVE PARTICIPATION, AFFIRMATION OF HUMANITY, AND PERSISTENT MESSAGING/ACTIVISM, THE BLM ORGANIZATION IS DESIGNED AROUND AN INCLUSIVE MOVEMENT FILLED WITH POC AND OUR ALLIES ALIKE.

LET'S DISCUSS THE MYTHS

MYTH 1 BLM IS A HATE GROUP



A COMMON MISCONCEPTION OF THE BLM ORGANIZATION IS ITS NAMING. SOME VIEW THIS AS A HATE GROUP THAT IS TARGETING WHITE PEOPLE. THE NAME OF BLM DOES NOT INDICATE DISCRIMINATION OR BIAS AGAINST NON-BLACK LIVES BUT INSTEAD TO ORGANIZE AGAINST A SYSTEM THAT IS DESIGNED AROUND SYSTEMATIC OPPRESSION AND INJUSTICE FOR POC. NON-POC FIND THIS NAMING TO BE IMBALANCED AND THEREFORE HAVE COINED THE PHRASE "ALL LIVES MATTER" OR "BLUE LIVES MATTER" TO ATTEMPT TO 'EVEN THE PLAYING FIELD' BUT THESE TERMS ARE, IN ESSENCE, "RHETORICAL MANIFESTATIONS OF BACKLASH" THAT REPRESENT AND DECLARE COLORBLINDNESS. (SMITH. 2018)

01

MYTH 2 "KNEELING" IS A FORM OF HATE



COLIN KAEPERNICK IS A REFORM ACTIVIST THAT TOOK A KNEE AS A PEACEFUL PROTEST DURING A PLAYOFF GAME IN 2016. SINCE THEN, HIS ACTION HAS BEEN SHAMED AND ASSUMED TO BE A HATE CRIME. AMERICA HAS AN INDECISIVE TENDENCY TO CLASSIFY WHAT SORT OF PEACEFUL PROTESTS ARE ACCEPTABLE VS WHAT AREN'T - GIVING ACTIVISTS MINIMAL ROOM TO ADVOCATE THE CAUSE AT HAND. THOUGH CONTROVERSIAL, KAEPERNICK'S EFFORT IS TO ACKNOWLEDGE THE OPPRESSION OF BLACK PEOPLE AND POC. LEARN MORE ABOUT HIS ORGANIZATION AND HOW IT RELATES TO THE PROTESTS IN THE RESOURCES PROVIDED.

02

MYTH 3 BEING COLORBLIND MEANS YOU AREN'T RACIST



SADLY, BEING COLORBLIND DOES NOT HAVE THE POSITIVE IMPACT YOU'D THINK. INSTEAD, THIS STANCE/PHRASING SUGGESTS A "REFUSAL TO ACKNOWLEDGE THAT THE STATE DOES NOT VALUE ALL LIVES IN THE SAME WAY. IT REDUCES THE PROBLEM OF RACISM TO INDIVIDUAL PREJUDICE AND CASTS AFRICAN AMERICANS AS AGGRESSORS AGAINST A COLORBLIND POST-CIVIL RIGHTS ORDER IN WHICH WHITE PEOPLE NO LONGER 'SEE RACE'" (SMITH. 2019)

03

OFTEN TIMES, THESE SORT OF CONVERSATIONS BRING UP THE "WHAT CAN I DO?" QUESTION FROM ASPIRING ALLIES. YOUR INTEREST IN BEING ACTIVE IS INCREDIBLY IMPORTANT AND IS GREATLY APPRECIATED. BEING AN ALLY IS CRITICAL TO THE SUCCESS OF REFORM AND SPREADING THE APPROPRIATE AWARENESS TO HELP CHANGE THE NARRATIVE AND FUTURE OF RACISM AND POLICE BRUTALITY.

TAKE A LOOK AT YOUR RESPONSIBILITIES AS AN ALLY BELOW



TAKE ON THE
STRUGGLE AS YOUR
OWN



STAND UP, EVEN
WHEN SCARED



TRANSFER BENEFITS OF
YOUR PRIVILEGE TO
THOSE WHO LACK IT

ACKNOWLEDGE YOUR PAIN BUT REMEMBER
THE CONVERSATION IS NOT ABOUT YOU

INTRO TO
ALLIES 101

WHAT IT
MEANS
TO BE AN
ALLY

- 1 DO BE OPEN TO LISTENING
- 2 DO BE AWARE OF YOUR IMPLICIT BIASES
- 3 DO YOUR RESEARCH TO LEARN MORE ABOUT THE HISTORY OF THE STRUGGLE IN WHICH YOU ARE PARTICIPATING
- 4 DO THE INNER WORK TO FIGURE OUT A WAY TO ACKNOWLEDGE HOW YOU PARTICIPATE IN OPPRESSIVE SYSTEMS
- 5 DO THE OUTER WORK AND FIGURE OUT HOW TO CHANGE THE OPPRESSIVE SYSTEMS
- 6 DO AMPLIFY (ONLINE AND WHEN PHYSICALLY PRESENT) THE VOICES OF THOSE WITHOUT YOUR PRIVILEGE
- 7 DO LEARN HOW TO LISTEN AND ACCEPT CRITICISM WITH GRACE, EVEN IF IT'S UNCOMFORTABLE

ALLYSHIP: THE DO'S AND DONT'S STANDING UNITED

DO NOT EXPECT TO BE TAUGHT OR SHOWN. TAKE IT UPON YOURSELF TO USE THE TOOLS AROUND YOU TO LEARN AND ANSWER YOUR QUESTIONS

DO NOT PARTICIPATE FOR THE GOLD MEDAL IN THE "OPPRESSION OLYMPICS" (YOU DON'T NEED TO COMPARE HOW YOUR STRUGGLE IS JUST AS BAD)

DO NOT BEHAVE AS THOUGH YOU KNOW BEST

DO NOT TAKE CREDIT FOR THE LABOR OF THOSE WHO ARE MARGINALIZED AND DID THE WORK BEFORE YOU STEPPED INTO THE PICTURE

DO NOT ASSUME THAT EVERY MEMBER OF AN UNDERINVESTED GROUP FEELS OPPRESSED

1

2

3

4

5

WAYS GET INVOLVED

JOIN A COMMUNITY

There are a variety of communities - both internal to your company and external to the public - that are excellent ways to get exposure to issues pertaining to any given group. You can connect, participate, and learn from other members.

01



CHECK IN

If you have friends/colleagues of color, check in on them during intense times such as these. This can provide an opportunity for you to learn about their experiences and hear first hand of the impact it has.

02



DONATE

With protests comes arrests. If you are unable to participate in protests, find a credible cause to donate to. These donations go towards legal fees, bail, nonprofit support and advocacy, etc.

03



GET ACTIVE

Look up local coalitions in your area to find out the latest info on upcoming protests, livestreams, etc. If you want to be on the front line, this is a great starting point! Remember, the do's and don't's of being a valued ally!

04

TIPS ON "CHECKING IN"

INSPIRED BY DYNASTI HUNT

Stop this: "How are you doing?"

TRUTHFULLY, A LOT OF US DONT KNOW HOW WE ARE DOING. THERE IS QUITE A BIT TO UNPACK AND TRANSLATING EMOTION IS HARD ESPECIALLY WHEN SEVERAL PEOPLE ARE ASKING THE SAME QUESTION.

Try this: "Thinking of you"

SIMPLY SAY YOU ARE THINKING OF US. ACKNOWLEDGE THAT YOU SEE WHAT IS HAPPENING AND ARE SHOWING SUPPORT. TAKE THE BURDEN OFF BY SAYING A REPLY BACK IS NOT NEEDED.

Stop this: "I am sorry"

YOUR SYMPATHY IS APPRECIATED BUT THE USE OF APOLOGIES ISNT NECCESARY UNLESS YOU HAVE DONE HARM TO THE PERSON IN QUESTION. IT ALSO PUTS A BURDEN BACK ON THE PERSON AND CREATES AN EXPECTATION OF A RESPONSE

Try this: "I stand with you"

YOUR ACKNOWLEDGEMENT AND SUPPORT IS ENOUGH. SIMILAR TO THE FIRST BOX, YOUR CHECK IN CAN BE SIMPLE. IF YOU DO APOLOGIZE, REMEMBER TO TAKE THE BURDEN OFF BY SAYING A REPLY BACK ISNT NEEDED.

Stop this: "What can I do?"

THE SHORT ANSWER COULD BE A REQUEST TO JOIN IN THE FIGHT AGAINST INEQUALITY BUT ITS NOT ALWAYS A QUESTION YOUR COLLEAGUES/FRIENDS MAY WANT TO ANSWER. REMEMBER, A LOT OF US DONT KNOW HOW WE FEEL OR WHAT WE NEED - IF ANYTHING.

Try this: Research!

IF YOU'D LIKE TO LEARN MORE ABOUT WHAT YOU CAN DO TO HELP THE FIGHT FOR REFORM, START YOUR OWN RESEARCH, UNDERSTAND THE HISTORY, AND GET INVOLVED WITH COMMUNITIES/COALITIONS SUPPORTING THE CAUSE.

WANT MORE
RESOURCES?

check out my linkedin for
additional info [Click here!](#)



ABOUT THE AUTHOR

"Do'er of Things"

I AM JENAE BUTLER, A PGM FOR GOOGLE CLOUD WITH A PASSION FOR ENABLING AND EMPOWERING PEOPLE TO FIND THEIR PLACE IN THE WORLD OF TECH. OVER THE LAST 6 YEARS OF MY CAREER IN THIS SPACE, I'VE BEEN ABLE TO EXERCISE MY PASSION FOR COMMUNITY CONNECTION THROUGH A VARIETY OF OUTLETS, INTERNAL AND EXTERNAL.

I CREATED THIS DECK BECAUSE I AM AN UNDERREPRESENTED WOMAN OF COLOR IN TECH. TO FIND A PLACE OF UNITY, I BELIEVE THERE NEEDS TO BE A STARTING POINT THAT CAN HELP AID THOSE SEEKING TO LEARN AND BE ACTIVE IN THE FIGHT AGAINST INEQUALITY. THEREFORE, I HOPE THIS DECK PROVIDED ENOUGH INFO TO GET YOU STARTED IN YOUR QUEST TO LEARN, TAKE ACTION, AND SHOW SUPPORT TO THE EFFORTS AT HAND.

FEEL FREE TO CONNECT WITH ME: [LINKEDIN.COM/IN/JENAEB](https://www.linkedin.com/in/jenaeb)
[Click here!](#)

