

AS AN ALLY I CAN...



Sign

Learn

Donate

Communicate

Engage in other ways

Nation-wide

- [Justice for George Floyd \(biggest change.org US petition of all time\)](#)
- [#JusticeforFloyd](#)
- [Justice for Breonna Taylor](#)
- [Justice for Ahmaud Arbery](#)
- [Justice for Tony McDade](#)

COVID-19 specific

- [Demand Racial Data on Coronavirus](#)
- [Demand Better Government Response to Coronavirus](#)

State-wide

Minnesota

- [Minneapolis Needs to Invest in Community Led Safety Initiatives](#)

AS AN ALLY I CAN...



Sign **Learn** Donate Communicate Engage in other ways

Books *(please consider purchasing from your [local Black-owned book store](#))*

- Between The World And Me by Ta-Nehisi Coates
- How To Be An AntiRacist by Ibram X. Kendi
- White Fragility: Why It's So Hard for White People to Talk About Racism by Robin Diangelo
- The Fire Next Time by James Baldwin
- Why I'm No Longer Talking to White People About Race by Reni Oddo Lodge
- Me and White Supremacy: How to Recognise Your Privilege, Combat Racism and Change the World by Layla Saad
- Dear White America by Tim Wise
- Eloquent rage by Brittney Cooper
- Killing the Black Body by Dorothy Roberts
- The Color of Law: A Forgotten History of How Our Government Segregated America by Richard Rothstein
- The New Jim Crow by Michelle Alexander
- The Nickel Boys by Colson Whitehead
- The Source of Self-Regard: Selected Essays, Speeches, and Meditations by Toni Morrison
- They Can't Kill Us All: Ferguson, Baltimore, And A New Era In America's Racial Justice Movement by Wesley Lowery
- I Know Why the Caged Bird Sings by Maya Angelou
- Sister Outsider by Audre Lorde
- When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America by Ira Katznelson
- Dreams From My Father: A Story of Race and Inheritance by Barack Obama
- Becoming by Michelle Obama
- Why Are All the Black Kids Sitting Together in the Cafeteria?: And Other Conversations About Race by Beverly Tatum
- Redefining Realness by Janet Mock
- Their Eyes were Watching God by Zora Neale Hurston
- The Next American Revolution: Sustainable Activism for the Twenty-First Century by Grace Lee Boggs
- I'm Still Here: Black Dignity in a World Made for Whiteness by Austin Channing Brown
- Anything by bell hooks, including "Ain't I A Woman: Black Women and Feminism" or Feminist Theory: From Margin to Center
- The Underground Railroad by Colson Whitehead
- Other lists:
 - [Anti-racist literature reading list](#)
 - [Reading list from Black and Asian American Feminist Solidarities](#)
 - [Ibram X Kendi's recommended reading list](#)

AS AN ALLY I CAN...



Sign

Learn

Donate

Communicate

Engage in other ways

Articles

- [“Who Gets to Be Afraid in America?” by Dr. Ibram X. Kendi | Atlantic \(May 12, 2020\)](#)
- ["The Case for Reparations" Ta-Nehisi Coates](#)
- [How to Make this Moment the Turning Point for Real Change by Barack Obama](#)
- [“White Privilege: Unpacking the Invisible Knapsack” by Peggy McIntosh](#)
- [Your Black Colleagues May Look Like They’re Okay — Chances Are They’re Not](#)
- [How Amy Cooper and George Floyd represent two versions of racism that black Americans face every day](#)
- [Column: We are all horrified, but only white people have the luxury of being shocked](#)
- [George Floyd and Ahmaud Arbery deaths: Racism causes life-threatening conditions for black men every day](#)
- [The Antiracism Starter Kit](#)
- [The 1619 Project \(all the articles\) | The New York Times Magazine](#)
- [“My Life as an Undocumented Immigrant” by Jose Antonio Vargas | NYT Mag \(June 22, 2011\)](#)

Documentaries

- [13th](#)
- [I Am Not Your Negro](#)
- [The Black Power Mixtape 1967–1975](#)
- [When They See Us](#)
- The Hate U Give (George Tillman Jr.) — Hulu with Cinemax
- Clemency (Chinonye Chukwu) — Available to rent
- Selma (Ava DuVernay) — Available to rent
- Dear White People (Justin Simien) — Netflix
- Fruitvale Station (Ryan Coogler) — Available to rent
- If Beale Street Could Talk (Barry Jenkins) — Hulu
- Just Mercy (Destin Daniel Cretton) — Available to rent
- See You Yesterday (Stefon Bristol) — Netflix

AS AN ALLY I CAN...



Sign

Learn

Donate

Communicate

Engage in other ways

Podcasts

- [1619 by The New York Times](#)
- [Code Sw!tch by NPR](#)
- [The United States of Anxiety by New York Public Radio](#)
- [Seeing White by Scene on Radio](#)
- [Come Through with Rebecca Carroll by WNYC Studios](#)
- [Racism at Work by Binna Kandola](#)
- [About Race](#)
- [Intersectionality Matters! \(hosted by Kimberlé Crenshaw\)](#)
- [Momentum: A Race Forward Podcast](#)
- [Pod For The Cause \(from The Leadership Conference on Civil & Human Rights\)](#)
- [Pod Save the People \(Crooked Media\)](#)

AS AN ALLY I CAN...



Sign Learn **Donate** Communicate Engage in other ways

Note: All colleagues are eligible for a \$1,000 match by logging into our [Social Impact Platform](#) and requesting a match with a receipt¹

To the victims

George Floyd Memorial Fund	Proceeds directly support George Floyd and his family.
I Run With Maud	Proceeds directly support Ahmaud Arbery and his family.
Breonna Taylor Memorial Fund	Proceeds directly support Breonna Taylor and her family.
In Memory of Tony McDade	Proceeds directly support Tony McDade and his family.

Others: <https://blacklivesmatters.carrd.co/#victims>

To the protestors

Know Your Rights Legal Campaign	The Know Your Rights Camp Legal Defense Initiative has identified and teamed up with top defense lawyers nationwide to provide legal resources for those in need. When there is an injustice within our community, it is our legal right to address it, by any means necessary.
---	---

To bail funds

For why this matters, read here: https://bit.ly/How_bail_funds_give_Americans_a_voice_against_police_brutality

Brooklyn community bail fund	Brooklyn Community Bail Fund is committed to challenging the racism, inequality, and injustice of a criminal legal system and immigration and deportation regime that disproportionately target and harm low-income communities of color.
Community bail funds	Various local community bail out funds
National Bail Out Fund	Free Black Mamas. The National Bail Out Collective coordinates the Mama's Day Bail Outs, bailing out as many Black Mamas and caregivers as they can so they are able to spend Mother's Day with their families where they belong. For more information, please visit their website.

Others: <https://blacklivesmatters.carrd.co/#bail>

1. Matching is eligible on a first-come, first-serve basis

AS AN ALLY I CAN...



Sign Learn **Donate** Communicate Engage in other ways

Note: All colleagues are eligible for a \$1,000 match by logging into our [Social Impact Platform](#) and requesting a match with a receipt¹

To BLM organizations (1/2)

[MMC Fund for Supporting Justice & Equity for Black Americans](#)

Donating to this campaign through our Social Impact Platform will split your contribution among the NAACP Legal Defense Fund, ACLU, Race Forward, National Urban League, We the Protesters (umbrella organization of Campaign Zero), and The Loveland Foundation

[Black Lives Matter](#)

Black Lives Matter supports the movement and ongoing fight to end state-sanctioned violence, liberate Black people, and end white supremacy forever. For more information, please visit their website.

[Campaign Zero](#)

Campaign Zero works to provide a comprehensive package of urgent policy solutions - informed by data, research and human rights principles - can change the way police serve our communities. For more information, please visit their website or their umbrella organization, We the Protesters.

[Color of Change](#)

Color Of Change designs campaigns powerful enough to end practices that unfairly hold Black people back, and champion solutions that move us all forward.

[Reclaim the Block](#)

Reclaim the Block began in 2018 and organizes Minneapolis community and city council members to move money from the police department into other areas of the city's budget that truly promote community health and safety. For more information, visit their website.

[Black Visions Collective](#)

Black Visions Collective (BLVC) believes in a future where all Black people have autonomy, safety is community-led, and we are in right relationship within our ecosystems. For more information, visit their website.

[Equal Justice Initiative](#)

The Equal Justice Initiative is a non-profit organization, based in Montgomery, Alabama, that provides legal representation to prisoners who may have been wrongly convicted of crimes, poor prisoners without effective representation, and others who may have been denied a fair trial.

AS AN ALLY I CAN...



Sign Learn **Donate** Communicate Engage in other ways

Note: All colleagues are eligible for a \$1,000 match by logging into our [Social Impact Platform](#) and requesting a match with a receipt¹

To BLM organizations (2/2)

American Civil Liberties Union	The American Civil Liberties Union is a nonprofit organization founded in 1920 "to defend and preserve the individual rights and liberties guaranteed to every person in this country by the Constitution and laws of the United States"
Southern Poverty Law Center	Southern Poverty Law Center monitors hate groups and other extremists throughout the U.S. and exposes their activities to law enforcement agencies, the media
Unicorn Riot	A source of independent media based in Minneapolis dedicated to covering environmental and societal issues and amplifying the voices of people marginalized by dominant society.
Northstar Health Collective	Northstar Health Collective works in alliance with mainstream and anti-authoritarian organizations to create a safe and healthy events. They stand in solidarity with the need for diverse strategies and tactics.
Black Voters Matter	"Our goal is to increase political power in Black communities. Effective voting allows a community to determine its own destiny."
Until Freedom	Is an intersectional social justice organization rooted in the leadership of diverse people of color to address systemic and racial injustice. At Until Freedom, we believe that those closest to the pain are closest to the solution, therefore, we focus on investing in those who are the most directly impacted by cyclical poverty, inequality, and state violence.
Loveland Foundation	The Loveland Foundation was established in 2018 by Rachel Cargle in response to her widely successful birthday wish fundraiser, Therapy for Black Women and Girls. Her enthusiastic social media community raised over \$250,000, which made it possible for Black women and girls nationally to receive therapy support.

AS AN ALLY I CAN...



Sign Learn **Donate** Communicate Engage in other ways

Note: All colleagues are eligible for a \$1,000 match by logging into our [Social Impact Platform](#) and requesting a match with a receipt¹

To Black-owned businesses

[Pimento Relief Fund](#)

We're partnering with Pimento to provide black business without insurance relief after white supremacists set them on fire during the protests.

[Black Owned Businesses Atlanta](#)

This is in support of the Black businesses that have been affected during the recent protests that took place in Atlanta, Ga

Others: <https://blacklivesmatters.carrd.co/#business>

To rebuilding communities

[We love Lake Street](#)

The Lake Street Council (501c3) will donate 100% of funds to help rebuild Lake Street, starting with direct support to small businesses and nonprofits to help them rebuild their storefronts, reopen their businesses and serve our neighborhoods.

To Black-led LGBTQ+ organizations

[Black AIDS Institute](#)

Our mission is to stop the AIDS epidemic in Black communities by engaging and mobilizing Black institutions and individuals in efforts to confront HIV.

[Trans Justice Funding Program](#)

The Trans Justice Funding Project is a community-led funding initiative founded in 2012 to support grassroots, trans justice groups run by and for trans people.

[LGBTQ Freedom Fund](#)

Posts bail for LGBTQ people in jail or immigration detention.

AS AN ALLY I CAN...



Sign Learn Donate **Communicate** Engage in other ways

“ *How do I reach out to colleagues who may be mourning right now without creating an emotional burden on them?* ”

EMPOWERED COLLEAGUE TIPS:

- **Acknowledge that your colleagues do not have to respond to you, comfort you, or educate you** about racial bias. It's also okay to acknowledge that you might not know exactly how to approach the conversation, but make it clear that you are there to listen and support
- **Avoid centering yourself or your feelings.** As allies, we cannot fully understand the experience of our black colleagues, and drawing parallels to injustices or experiences we have faced is not productive in providing support.
- **Colleagues in management roles should especially reach out** to understand how they can support their team during this time.

What can my project team do right now to center discussions that are happening and make space for my Black colleagues?

EMPOWERED COLLEAGUE TIPS:

- **For managers:** Don't schedule meetings over I&D / EMPOWERED discussions, attend and encourage others to attend, be more flexible with hours of work and allow time off and early days
- **For non-managing staff:** If you notice your team scheduling meetings at the same time as I&D / EMPOWERED meetings, raise the potential conflict

”

AS AN ALLY I CAN...



Sign Learn Donate **Communicate** Engage in other ways

“ *How do I create an open dialogue within my team on race issues?* ”

EMPOWERED COLLEAGUE TIPS:

- **For managers:**
 - **Make sure that you bring up the conversation during a time when people feel comfortable discussing and have ample time to dedicate to the topic** (e.g., not as small talk at the beginning of a meeting)
 - **Consider starting with one-on-one conversations** with colleagues on your team that may be particularly affected before having a full team discussion
 - **Don't make light of the issue** or start the conversation by commenting with critiques on *how* people are protesting (e.g., commenting on looting)
 - **Center voices who are most affected or educated on the issue of racial bias** - junior colleagues may have valuable information and should be given the space to share
- **For non-managing staff:**
 - If you feel uncomfortable bringing up this topic to a more senior team, **try discussing the need for the conversation with a manager-level colleague first**, and encourage them to schedule a dedicated time with the team
 - Alternatively, **consider bringing up the conversation during a dedicated existing time**, like during a scheduled WYW conversation

”

AS AN ALLY I CAN...



Sign Learn Donate **Communicate** Engage in other ways

“ *How do I make sure that these conversations continue beyond the next couple of weeks?* ”

EMPOWERED COLLEAGUE TIPS:

• **For managers:**

- **Make it clear to your teams that this is something you value**, and make time to listen to members' experiences and thoughts on racial bias on a regular basis
- **Consider building conversations around racial bias into your regular project management touchpoints**, e.g., proactively solicit feedback on inclusion within the team during one-on-one check-ins and WWW conversations
- **Consider reaching out to junior colleagues who you are close with for reverse mentoring** (while acknowledging that these conversations are not easy and colleagues may not always have the capacity to share)
- **Get involved with EMPOWERED and attend events to stay educated and engaged** - and encourage your team to join as well

• **For non-managing staff:**

- Consider **suggesting that racial bias conversations become part of regular project management meetings** (e.g., WWW)
- If something bothers you and you feel comfortable, **share with management level staff and encourage a regular dialogue**
- **Join EMPOWERED and attend events** - and encourage your team to as well

”

AS AN ALLY I CAN...



Sign Learn Donate Communicate

Engage in other ways

Other actions (1/2)

- Listen to the [OW Race & Covid-19 webinar recording](#) presented by Global I&D Lead, Roianne Nedd (password: 8T@119!*)
- Call local officials. Look them up, urge them to make reforms to your police system
- Contact Congress: (202) 224-3121. If you plan to meet or write a letter, you can refer to this [guide from NAACP](#)
- Vote for future local and federal government leaders that you believe in! Register to vote: <https://votesaveamerica.com/>
- Call and write letters to Minneapolis representatives to demand justice
- Support democracy: <https://fairfight.com/>
- Learn the language. Here are some terms you may see commonly:
 - BIPOC: Black, Indigenous, and People of Color. This term is used instead of “People/Person of Color” because POC paints the experiences of all non-White people as one, when in reality there are vastly different experiences faced by individuals based on the color of their skin. BIPOC reclaims the identity of Black and Indigenous people, understanding that there is anti-Blackness and/or anti-indigenusness in other communities of color
 - Overt versus Covert Racism: “Visible” examples of racism that are considered socially unacceptable versus insidious microaggressions that are often considered socially acceptable but that are based in racist structures and ideas, and are still forms of racism
 - Anti-racist: Actively working against racism in all forms. “Being anti-racist results from a conscious decision to make frequent, consistent, equitable choices daily”
 - Equity: Fairness and impartiality when a person or community engages with a system, acknowledging that people may not have had equal access to resources and working to remedy this fact
 - Justice: Removing systemic barriers to equity and/or enabling equal access to both tools and opportunities
- Remember that our Black colleagues are trying to survive a pandemic of racism on top of the COVID-19 pandemic, which was already hurting Black communities at higher rates. Take time to check-in, and as always, prioritize mental health

AS AN ALLY I CAN...



Sign Learn Donate Communicate

Engage in other ways

Other actions (2/2)

- Explore volunteer opportunities to support local minority communities
- Lead with empathy. Recognize that we all have at some point acted in a racist way, given into biases, and contributed to the mistreatment of Black people, consciously or not. Show empathy to your past self and commit to being better now
- Capitalize Black when writing about Black Americans. This aligns with grammatical rules posed by Black institutions (such as Black magazines) as well as recognizes the diaspora and Black community
- Educate yourself. Remember that non-Black individuals should not place the burden of their education on Black individuals
- Understand protest procedures and how you can be an effective ally.
- Understand what privilege is, Recognize your privilege, and analyze how your privilege contributes to racism in the US
- Remember that your experiences with law enforcement are not universal. Black Americans experience violence at the hands of law enforcement at disproportionately high rates. Black people are three times more likely to be killed by police than white people. 99% of killings by police from 2013-2019 have not resulted in officers being charged with a crime. Do NOT re-post/share videos of police brutality

Other resources

- https://docs.google.com/document/d/1V-C7KVy2INj-4h_DftagBPIJbgowUFw0T3-Wk1Or7f0/edit#
- <https://static1.squarespace.com/static/5b21b436f8370a84045a7256/t/5dfa5d9ccda8467a3e891749/1576689054017/Anti-racism+Starter+Kit.pdf>
- https://docs.google.com/document/d/1BRIF2_zhNe86SGgHa6-VIBO-QgirlTwCTugSfKie5Fs/preview?pru=AAABcnw_ITk*yu6oDyIYBTyjtyns6fALg
- <https://www.racialequitytools.org/resourcefiles/mcintosh.pdf>
- <https://docs.google.com/document/d/1VMOGOQr-dEpMIemw6sUNfYr8-EiupSkqLfyhjUHCugc/edit>
- <https://www.epl.org/antiracist-resources-and-reads-lists-for-all-ages/>