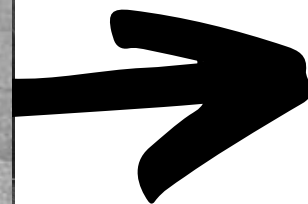
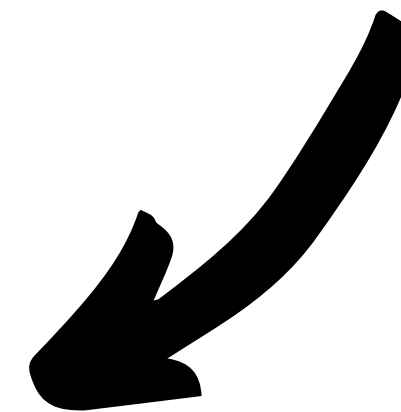




JENAE BUTLER  
                      
2020



STANDING  
UNIT THE  
ED FIGHT  
AGAINST  
INEQUALITY



# WHAT TO EXPECT FROM THIS DECK

## TABLE OF CONTENTS

- 1 THE REASONING BEHIND THE PROTESTS
- 2 OTHER IMPORTANT FACES TO KNOW
- 3 UNCOMFORTABLE FACTS ABOUT POLICE BRUTALITY
- 4 WHAT IS BLACK LIVES MATTER?
- 5 DEBUNK THE MYTHS BEHIND OUR ACTIVISM
- 6 WHAT IT MEANS TO BE AN ALLY
- 7 ALLYSHIP: THE DO'S AND DONT'S
- 8 WAYS TO GET INVOLVED
- 9 ABOUT THE AUTHOR

# 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 LAST MONDAY. 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 DEEPEND 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  
Timoth 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

27yo that died via chokehold via  
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

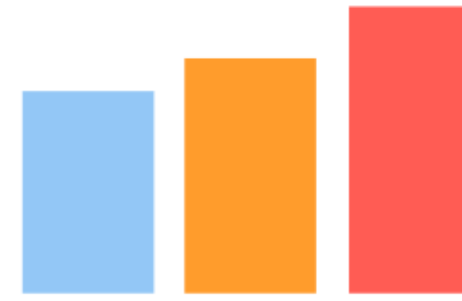
## Black people are most likely to be killed by police

3X more likely to be killed by police than white people.



Black Hispanic White  
Police Killings per 1 million population

1.3X more likely to be **unarmed** compared to white people.



White Hispanic Black  
% Killed by Police Unarmed, 2013-19

## There is no accountability

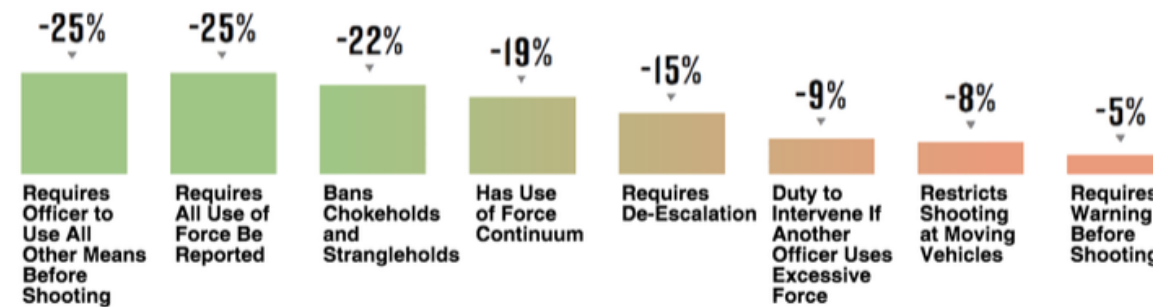
99% of killings by police from 2013-2019 have not resulted in officers being charged with a crime.



No Criminal Charges Officer(s) Charged Officer(s) Convicted

## There are proven solutions

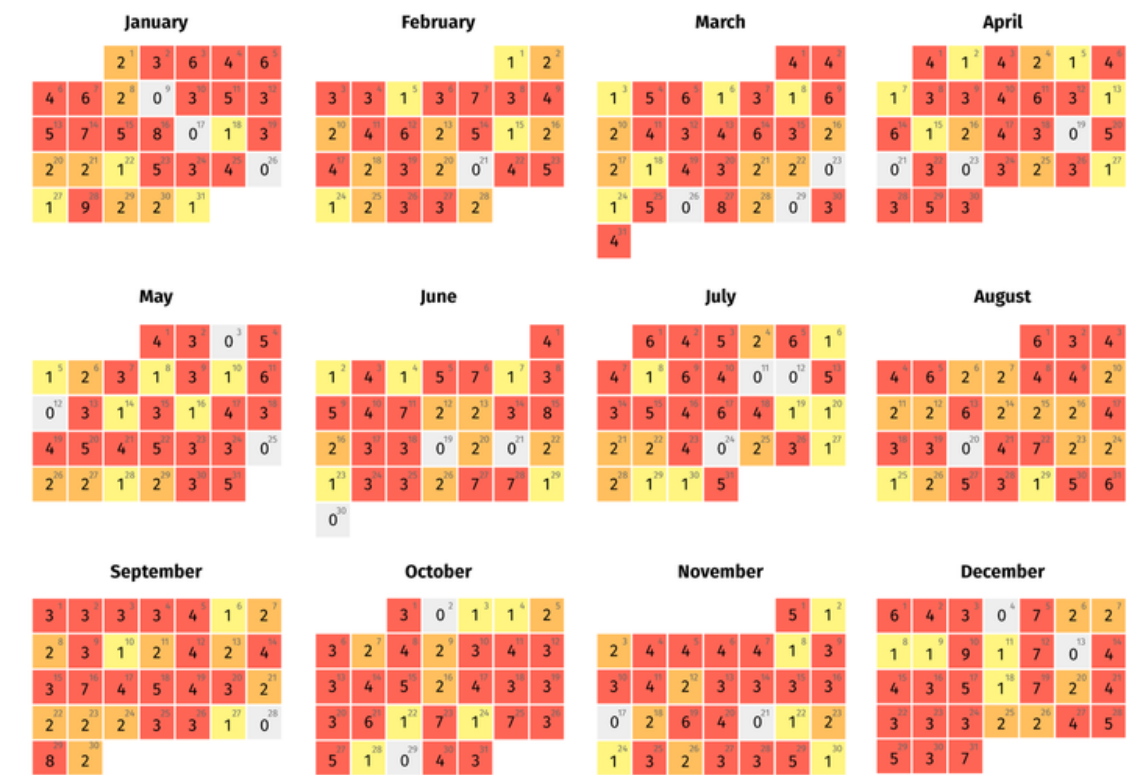
Police Departments that have adopted these use of force policies kill significantly **fewer people**. But few departments have adopted them.



Percent fewer police killings by police departments with each policy implemented

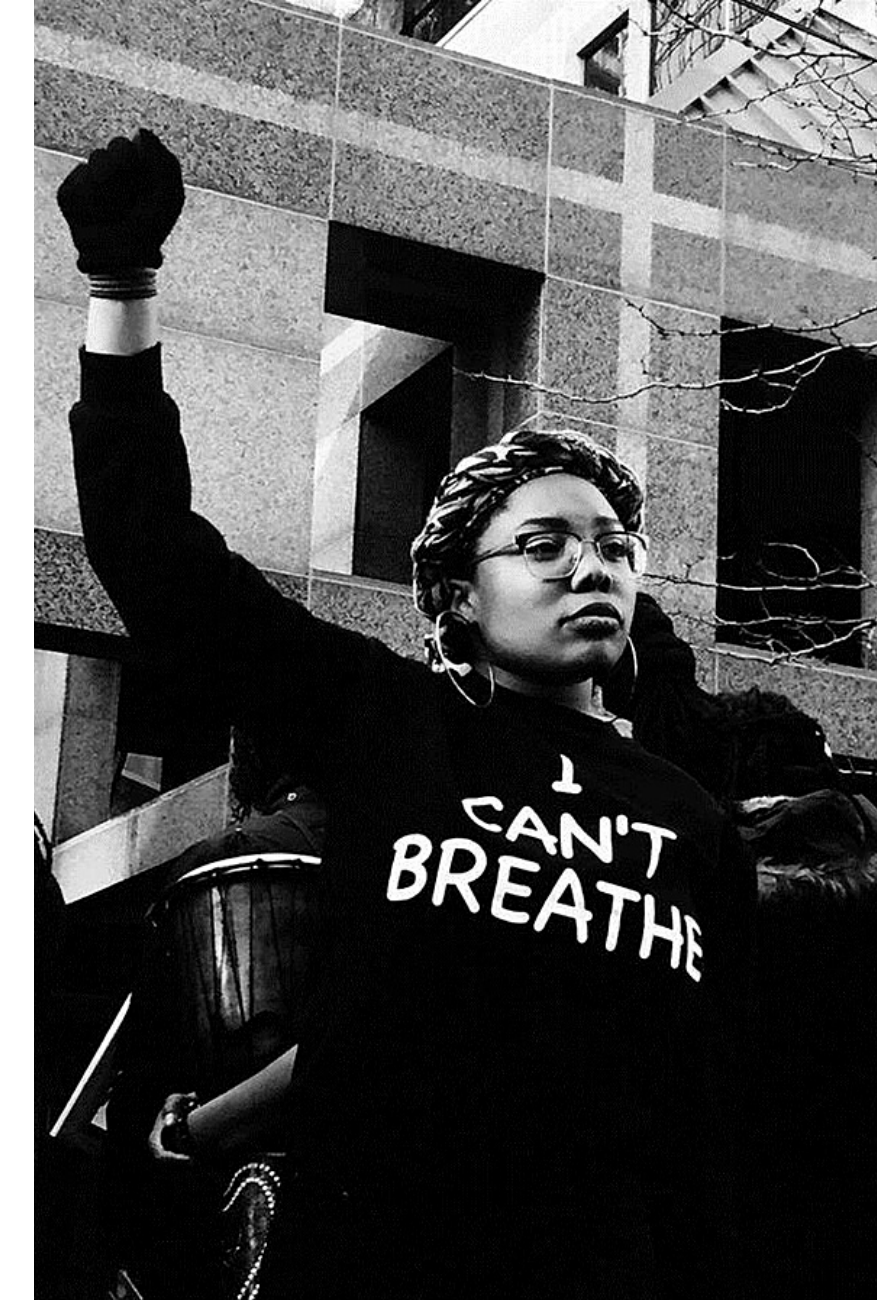
Source: useofforceproject.org

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



0 1 2 3+ killings by US police

Source: MappingPoliceViolence.org Last Updated: March 7, 2020



## 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 AN 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 ACTIVIST 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 HERE.

02

## MYTH 3 BEING COLORBLIND MEANS YOU AREN'T RACIST →

SADLY, BEING COLORBLIND DOES NOT HAVE THE POSITIVE IMPACT YOU'D THINK. INSTEAD, THIS 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**

- 1 DO NOT EXPECT TO BE TAUGHT OR SHOWN. TAKE IT UPON YOURSELF TO USE THE TOOLS AROUND YOU TO LEARN AND ANSWER YOUR QUESTIONS
- 2 DO NOT PARTICIPATE FOR THE GOLD MEDAL IN THE "OPPRESSION OLYMPICS" (YOU DON'T NEED TO COMPARE HOW YOUR STRUGGLE IS JUST AS BAD)
- 3 DO NOT BEHAVE AS THOUGH YOU KNOW BEST
- 4 DO NOT TAKE CREDIT FOR THE LABOR OF THOSE WHO ARE MARGINALIZED AND DID THE WORK BEFORE YOU STEPPED INTO THE PICTURE
- 5 DO NOT ASSUME THAT EVERY MEMBER OF AN UNDERINVESTED GROUP FEELS OPPRESSED

# WAYS GET INVOLVED

## JOIN A COMMUNITY

01

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.



## CHECK IN

02

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.



## DONATE

03

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.



## GET ACTIVE

04

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 dont's of being a valued ally!

WANT TO LEARN MORE?

**RESOURCES**

VISIT MY LINKEDIN  
PAGE FOR RESOURCE  
LIST



DO YOU HAVE  
**ANY QUESTIONS?**

Feel free to msg me via LinkedIn



# ABOUT THE AUTHOR

I AM A TPGM FOR GOOGLE CLOUD WITH A PASSION FOR ENABLING AND EMPOWERING PEOPLE. OVER THE LAST 6 YEARS OF MY CAREER IN TECH, I'VE BEEN ABLE TO ACT ON MY PASSION THROUGH COMMUNITY OUTREACH INITIATIVES.

I CREATED THIS DECK BECAUSE AS **A WOMAN OF COLOR**, I HAVE AN OBLIGATION TO SPREAD AWARENESS THROUGH EDUCATION AND RESOURCE POOLING.

I HOPE THIS DECK PROVIDED ENOUGH TO GET YOU STARTED IN YOUR QUEST TO LEARN AND SUPPORT!

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

