



HOW TO BE AN ALLY FOR RACIAL JUSTICE



In recent weeks, Black Lives Matter (BLM) protests have prompted discourse on systemic racism, especially surrounding police brutality, healthcare inequities and racial disparities. This infographic is meant to serve as a data-based and public health approach to racial inequities; it also serves as a guide to how we may all be allies for racial justice. HARC's vision is to improve quality of life for ALL communities through data. We cannot have a healthy community if racial disparities continue to persist, therefore, racial injustice is a public health issue.

FROM HASHTAG TO MOVEMENT




The phrase "Black Lives Matter" was first used by a Black community organizer in a Facebook post following the July 2013 acquittal of George Zimmerman in the shooting death of 17-year-old Trayvon Martin.¹ That same summer, three community organizers, Alicia Garza, Patrisse Khan-Cullors, and Opal Tometi, founded the Black Lives Matter movement in cyberspace as a sociopolitical media forum.² The hashtag itself, slowly gained traction over the years. The hashtag appeared 5,106 times on Twitter during the second half of 2013 (equivalent to 30 times a day).¹ Three weeks after the death of another Black teenager, Michael Brown, in August 2014, the hashtag appeared an average of 58,747 times per day on Twitter.¹ Today, BLM is more than a hashtag, resulting in an international movement of protests across the United States and other countries such as Canada,³ United Kingdom, Australia, Germany, Japan, and South Korea.

WHY RACIAL JUSTICE MATTERS



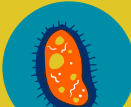
On May 25, 2020, in Minneapolis, Minnesota, George Floyd died in police custody. Despite his pleas for help and reiterating to police that he could not breathe, he died after four officers held him down and knelt on his neck. In response to his death, anti-racism protests and demonstrations have taken place in the US and around the world.³

The protests are happening because of systemic racism, specifically police brutality against Black Americans. Black Americans face racial disparities across many aspects of life. For example, data shows:

 Black Americans are **5 TIMES MORE LIKELY** to be incarcerated than Whites.³ Though African Americans and Latinxs make up approximately 32% of the US population, they comprised 56% of all incarcerated people in 2015.⁴

 Black men in the US are up to **1 IN EVERY 1,000** than Whites to be killed by law enforcement.⁵ That means **2.5 TIMES MORE LIKELY** Black men and boys will die at the hands of the police.⁵

 Black Americans are more than **2 TIMES MORE LIKELY** to live in poverty than Whites. 24.5% of African Americans live below the Federal poverty level compared to 11.6% of Whites.⁶

 Majority-Black counties have **3 TIMES** the rate of COVID-19 infections and nearly **6 TIMES** the rate of deaths as their White counterparts.⁷



SOLUTIONS FOR POLICE REFORM

The following are evidence-based proposed changes to policy around law enforcement that may reduce deaths and ensure public safety:

- 1. Track the problem** - There is no comprehensive government clearinghouse for data on police killings or police use of force. However, after the killing of Michael Brown, several private and nonprofit groups began creating their own databases, such as: Mapping Police Violence, Fatal Encounters and Fatal Force.⁸ These databases have shown that although Black Americans only constitute 13% of the US population, they comprise 24% of deaths at the hands of the police.⁸
- 2. Demilitarize** - The 1033 program provides free surplus military gear to police departments across the United States. Departments have received equipment such as grenade launchers, bayonets, and mine-resistant ambush-protected vehicles (MRAPS).⁸ MRAPS are military trucks designed to take blows from improvised explosive devices in Afghanistan and Iraq.⁸ Police departments with more military equipment from the 1033 program kill more people. On average, a department with no 1033 requisitions could expect 0.287 killings of suspects.⁸
- 3. Change police culture** - Regulatory ways to change police culture include adopting policies that limit how police use force against civilians. It is reported that police departments that had the following four or more policies in place had 38% fewer police-involved killings per arrest.⁸
 - Requiring officers to de-escalate before using force
 - Using guidelines defining the types of force that can be used to respond to specific situations
 - Restricting or banning chokeholds and strangleholds
 - Prohibiting officers from shooting at moving vehicles except in extreme circumstances
 - Requiring officers to exhaust other options before resorting to deadly force
 - Establishing a duty by officers to intervene if one of their colleagues is using excessive force
 - Requiring officers to report all uses of force or attempted use of force
- 4. Invest in alternatives** - Evidence suggests investing money in communities pay dividends.⁸ A study from the American Sociological Review found that across more than 250 cities, an increased number of nonprofits was linked to a decline in crime.⁸ Some police departments have launched Crisis Intervention Teams (CITs) to respond when someone with mental health issues is in crisis.⁸ Specially trained officers work to link individuals with mental health problems to care. This is because research shows that as many as 1 in 4 individuals with mental health problems die in police custody.⁸ In some areas, police do not respond to mental health issues at all. For instance, in Eugene, Oregon, a 911 diversion program named CAHOOTS has a team of mental health professionals and medics that respond to calls dealing with mental health.⁸
- 5. Instill oversight** - A 2015 study in the journal *Police Quarterly* found that departments that had citizen complaint investigations reviewed by an outside citizen agency were less likely to dismiss cases without consequence.⁸ The study also found complaints made by Black citizens were more likely to be dismissed in comparison to other races.⁸ To add, VICE News found that federal investigations of police shooting reduced police killings by as much as 35%.⁸ Another form of oversight involved "citizen watchdogs". In recent years, we have seen a rapid growth of bystanders recording police brutality and it has shaped the conversation on police racial bias and brutality.⁸

HOW WE CAN ALL HELP

As an individual:

- Understand the culpability of elected officials and senior law enforcement who waited until people were at their wits end (protesting and rioting in the streets) before taking the issue seriously and taking action, and who now stand by as the police riot in cities across the nation.⁹ Research who they are and hold them accountable by signing petitions for resignation.
- Decry the disparate and disproportionate policing response to the protests of police brutality in cities around the nation compared with the hands-off response to "re-open" rallies where armed protesters shut down state capitols. Demand that law enforcement prioritize de-escalation and that all violence against non-violent protestors cease immediately.⁹ For example, make public comments at city council meetings or write to your congressional representative.
- Condemn accelerators on both the right and left who glorify and center violence over justice, othering over community, divisive ideology over common-ground values. Demand that all parties cease engaging in violence and the targeting of civilians and their property through arson. For example, start signing petitions.⁹
- Call on United Nations to immediately appoint a human rights Special Rapporteur to investigate present-day lynchings of Black Americans and organize towards a Truth and Reconciliation Commission on policing in America.⁹
- Press philanthropy to immediately double granting to advance equity in the US. Write to foundations and express the importance of funding equitable causes.

As an organization:

Nonprofits:

- Understand that equity in the nonprofit sector is important because the pandemic is disproportionately affecting BIPOC communities. Traditionally marginalized communities are being affected because undocumented workers did not get a stimulus check, low-income folks need to work (they are often on the frontlines) and they do not have paid sick leave or unable to socially distance due to having no shelter or crowded shelter.¹⁰ Thus, by not providing solutions to these issues, their contraction of COVID-19 affects everyone else.¹⁰
- Focus on supporting marginalized communities in any way possible.¹⁰
- We have to stop thinking of race, equity, access, and inclusion as a nice thing to do but rather as work that needs to be done.¹⁰
- Sign petitions to ask Congress to enact legislation requiring foundations' minimum payout to be double to 10% for the next three years.¹¹

Foundations:

- Ensure your work is grounded in racial equity and social justice.¹²
- Review your response strategy with an equity lens.¹² A survey in 2018 by PEAK Grantmaking and Frontline Solutions found that 56% of funders had a formal equity statement.¹² When PEAK conducted a flash survey of its members, it found that so far only around 10% of funders are reporting that they are collecting any demographic data for leaders and nonprofits or beneficiaries they serve.¹² The focus on demographic data is essential if philanthropy truly wants to assess and improve its track record on equity and inclusion.¹²
- Move money simply and equitable.¹² Adapt grantmaking processes, procedures, technology, and communication.¹² To ensure that philanthropy's response is equitable, take into account communities that have been marginalized or left out of traditional grantmaking practices.
- Track your grants' intended impact and community reach. Nonprofits may easily share key details about who they are, whom they serve, and any specific COVID-19 response.¹²
- Allocate money to organizations led by Black, Indigenous and people of color (BIPOC) communities.¹²
- Be transparent by sharing your giving and program data.¹²

STAFF TIPS

HARC serves as the co-lead on the health channel of Inland Empire Roadmap for an Inclusive and Sustainable Economy (IE RISE). We encourage you to apply and join us all at ierise.org. IE RISE is an innovative project to develop a robust regional economic and institutional plan that: a) engages grass-roots, business, and government partners across its various sub-regions, b) supports youth voices to build the next generation of regional leadership, c) engages and builds research and policy capacity within the region, and d) provides a roadmap for a more inclusive, equitable and sustainable economy and society.



When you're hiring, make sure you're giving BIPOC a chance. One inequitable hiring practice that is constantly perpetuated is around salary: too many organizations post job openings that don't specify a salary range (just "dependent on experience") and/or ask for a salary history from prior jobs. This is a harmful practice; it perpetuates inequity and harms BIPOC and women disproportionately.¹³ That's why here at HARC we always post a salary range and never ask for prior salary history when we're hiring.

For individuals:



If you're not already registered to vote, get registered ASAP at <https://registertovote.ca.gov/>. Then, when it's election time, research the candidates carefully, and vote for as many people of color as possible! That's not to say that you should vote for them just because they are BIPOC—research them to make sure their platform is sound and you agree with their stance—but give them your vote if you agree with their policies and stance on issues.



Support Black-owned businesses: PS Locals Only has a good list of our local Black-owned businesses here: <https://www.pslocalonly.com/>

For non-BIPOC individuals:



Recognize that there are many types of power imbalances. Men have more power than women and non-binary people. People without disabilities have more power than those with disabilities. White people have more power than BIPOC people. It makes us uncomfortable and squeamish to realize that we're on a part of these power imbalances (especially for those of us who consider ourselves to be liberal, inclusive, non-discriminatory community advocates who empower others) but it's an inescapable fact. So acknowledge it, and then use your power for good. Start conversations about racism, don't stay quiet.



Educate yourselves, and see the world from someone else's eyes. Check out the "Antiracist Reading List" at Powell's bookstore: <https://www.powells.com/featured/antiracism>. Can't afford them? Check out the library to see if they are available for free as an audio book or e-book. The Riverside County Library System has expanded free resources like AudioBookCloud.com until the end of August. Learn more here: <http://www.rivlib.info/website/eresources-688>

Sources

1. <https://www.pewresearch.org/internet/2016/08/15/the-hashtag-blacklivesmatter-emerges-social-activism-on-twitter/>
2. <https://www.blackpast.org/african-american-history/black-lives-matter-growth-new-social-justice-movement/>
3. <https://www.bbc.co.uk/newsround/52813673>
4. <https://www.naacp.org/criminal-justice-fact-sheet/>
5. <https://www.pnas.org/content/116/34/16793>
6. ACS 5-Year Estimates Subject Tables (2018), Table S1701
7. https://www.washingtonpost.com/nation/2020/04/07/coronavirus-is-infesting-killing-black-americans-an-alarming-high-rate-post-analysis-shows/?arc404=true&itid=lk_inline_manual_4
8. <https://www.livescience.com/evidence-police-brutality-reform.html>
9. <https://www.splcenter.org/news/2020/06/01/authoritarian-state-or-inclusive-democracy-21-things-we-can-do-right-now>
10. <https://nonprofitaf.com/2020/05/the-curb-cut-effect-and-why-race-equity-access-diversity-and-inclusion-read-are-even-more-critical-now/>
11. <http://charitystimulus.org>
12. https://blog.candid.org/post/action-accountability-why-demographic-data-matters-now/?utm_medium=email&utm_source=Candid%20Newsletter%20-%20All%20Subscribers&utm_campaign=2020-06-04+Candid+Newsletter
13. <https://nonprofitaf.com/2015/06/when-you-dont-disclose-salary-range-on-a-job-posting-a-unicorn-loses-its-wings/>

For more resources, please visit: HARCdata.org/covid-19

