

# In Solidarity

The latest incident of police brutality in an era of ever-present violence and discrimination against people of color requires us to (re)examine our role. We must engage in dismantling structural forms of oppression and racism embedded in our political, legal, economic, education, religious and various other systems. We know that racism is rooted within the very foundation of this country's existence and ideas of nationalism and patriotism. "Not being a racist" fails to be enough. Change must happen. Being racist or antiracist is about what we do.

[The Smithsonian National Museum of African American History and Culture \(NMAAHC\)](#) says: "No one is born racist or antiracist; these result from the choices we make. Being antiracist results from a conscious decision to make frequent, consistent, equitable choices daily. These choices require ongoing self-awareness and self-reflection as we move through life. In the absence of making antiracist choices, we (un)consciously uphold aspects of white supremacy, white-dominant culture, and unequal institutions and society."

We know we must become fully active and engaged antiracists; actively fighting against privilege, entitlement, and injustice. We must work to end the systems of oppression and inequity that have, for generations, inflicted deep harm among our Black, Brown, Indigenous and other marginalized neighbors and friends.

At Philanthropiece:

- We believe in equity and the possibility of a just and equitable world.  
**VOTE; support and work on political campaigns.**
- We recognize and oppose the harm that white supremacy and structural racism has inflicted in our society. Our history is genocide and slavery. Our current political, economic, and social systems were designed to and

continue to actively repress and oppress communities of color. We condemn structural racism in all forms, and acknowledge we have not focused enough on this issue. **Support local businesses. Divest from oil, gas and extractive industries.**

- We vehemently oppose police violence of any kind, especially violence targeted toward communities of color. **Demand institutionalized accountability for police violence.**
- We support our individual and community's right to gather in protest: To call out and oppose the injustices and inequalities in our society, as well as the right to join together to fight for a better world. **Support bail funds for BIPOC (Black, Indigenous and People of Color) and local mutual aid networks.**
- We recognize our own complicity and responsibility and we will continue to use our privilege and power to change unjust systems. We know that silence allows racism to persist. We know that we have not always spoken up. We will continue to deepen how we apply our position, our power, our skills and partnerships with others to build more equitable systems and work to deconstruct what does not work. **Speak up & speak out; educate yourself, spread awareness, talk about it with family & friends.**
- We will continue to educate ourselves and listen to and follow leadership from communities of color. **Read books and articles on this country's legacy of violence and colonization by authors of color. Keep informed and updated.**
- We invite others to keep us accountable as we continue to do better.  
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We need to do more. Please share your ideas and resources with us.

**Resources:** [Color of Change](#), [Northside Achievement](#), [The Libra Foundation](#), [ACLU](#), [www.antiracismproject.org](http://www.antiracismproject.org), [NAACP](#), [Black Lives Matter](#) and [Showing up for Racial Justice](#)

We extend our full solidarity to Black communities. Say their names: George Floyd, Tony McDade, Ahmaud Arbery, Breonna Taylor, Manuel Ellis (killed June 4, 2020) and all those that came before and since who have died at the hands of police.

In solidarity,

The Philanthropiece Team



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