



#OurProtestIsOurBreath

A CALL TO ACTION

We work, rear children, go to school, run errands, build communities, save lives, and serve in the military the same as any other American - but we do it under the oppressive footing of racism, discrimination, invisibility, and hatred. We demand to move forward, in an anti-racist society and in moving towards this, we issue the following eight calls to action:

1. **We call for our people to recognize the law of self-preservation**

Endorse and encourage every Black person and organization, including Black Self Protection Groups, to use their genius and skill to preserve and advance Black life.

2. **We call on those who want our votes to issue an anti-racist platform**

Candidates must offer a substantive plan to root out white supremacy ideology from the nation's policies and practices. We are not interested in inclusion, diversity, cultural competence, or equity initiatives. Strategies to help us cope with white supremacy are ill-conceived and have demonstrably failed. We must doggedly address the roots.

3. **We call for anti-racist employment standards**

Employers must ask the question during the application and interview phase "Do you hold racist views or beliefs". It is not enough to address the issue after the damage has been done. Racists must be put on notice at the outset that those beliefs are unwelcomed. Law enforcement, healthcare, and education systems, in particular, must screen all prospective and current employees for white supremacist views.

4. **We call for anti-racist healthcare standards**

Every healthcare metric must be reported with race/ethnicity breakdowns. It must be a requirement that all health care organizations and facilities prepare for, track, and mitigate disparities. Healthcare professionals should operate from a default that racist policies and practices are in place. Starting with that default position makes it easier to correct course before too much damage is done.



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5. **We call on education systems to adopt anti-racist standards**

All systems, K - Higher Education, must immediately overturn policies and practices rooted in white standards and norms. Education systems must have teachers, professors, and leaders who mirror the children they teach. We call on all educational systems with too few Black and Brown principals, assistant principals, deans, tenured faculty, school boards, directors and superintendents to change this atrocity by creating a timeline for action with clearly defined expectations. This is not limited to instructors - we also call for you to examine the diversity of your supportive staff and departments which make up your institution (i.e. sanitation, accounting, and other departments).

6. **We call on law enforcement systems to adopt anti-racist practices**

Law Enforcement systems must undo their standard police training and retrain "policing" based on the primacy of honoring the humanity of all people, especially Black people. We call on those law enforcement officers who stand by their oath to protect and serve - to publicly stand with the community by denouncing the actions of Derek Chauvin. We require police to be police and intervene when they see a fellow officer murdering and harming another human.

7. **We call on communities to ZolaUp**

Communities must demand respect for the cultural integrity of their customs, values, and traditions and the linking of us all by the communality of our humanity. We ask each individual to find their authentic way of protesting (i.e. marching, donating to the cause, supporting Black-owned businesses, making phone calls to political leaders, and voting). **We ask Black people everywhere to Zola (Love, Peace, Productive) Up as a People** and therein activate our self-healing capacity to be well.

8. **We call for all healers of the Afrikan Diaspora to engage**

Healers should begin healing strategies (i.e. Emotional Emancipation CirclesSM) that will serve to empower our mind and body, as well as increase our capacity to repair multigenerational psychological damage caused by centuries of oppression.