

*****Please note that the resources provided are of all types as we recognize not everyone has the time/energy/capacity to delve into heavy texts/films/videos. We did our best to provide reliable resources and categorize them, but if you have any discrepancies PLEASE email us at vetvoice@gmail.com to let us know.*****

Key

Textual: [T]

Auditory: [A]

Visual: [V]

★ **What is Black Lives Matter?**

- ❑ [Black Lives Matter](#) [T/A/V]
- ❑ [Uncomfortable Conversations with a Black Man](#) [T/A/V]
- ❑ [A Letter From Young Asian-Americans To Their Families About Black Lives Matter](#) [T/A]

★ **What is SayHerName?**

- ❑ The African American Policy Reform ([AAPF](#)) [T/A/V]
 - ❑ [Intersectionality Matters Podcast](#) [A]
- ❑ [Black Feminism](#) *booklist* [T]
- ❑ *As you educate yourself, recognize that even in this movement there is marginalization of women and transgender*

★ **What about All Lives Matter?**

- All lives DO matter. Black lives matter is not a counter argument or contradiction to that. It is a movement to bring awareness to and support to a community that needs support.
- Without black lives mattering, all lives cannot matter
- Analogies:
 - Attending a funeral and expressing, "I too have felt loss."
 - Arguing "All cities are strong!" in response to "Boston strong" after the Boston marathon was bombed.
 - Shouting back, "What about the shootings in my city?!" in response to "stand with Vegas" after the Las Vegas Shooting.
 - Questioning "What about prostate cancer?" when seeing support for breast cancer.
 - Saving all forests when the rainforests are being destroyed in particular.
- Christians:
 - Refer to Luke 15
 - Reflect on how Jesus loves everyone and still spent time aiding specific groups in need when they were being alienated, mistreated, and facing injustice.
 - Love thy neighbor.

★ **What about Black on Black crime?**

- [Black on Black Crime: the Myth and the Reality](#) (this is best accessed with institution affiliation, but they are allowing 100 free articles until December 2020)
- [MTV Decoded 4 Myths of BLM \(including Black on Black Crime\)](#) [A/V]

★ **What about Blue Lives Matter?**

- Blue "lives" are not actual lives, blue is not a skin color. Blue defines the "job" that is by CHOICE.

- Blue lives DO matter. There ARE good cops. That does not mean the system is not corrupt and reform is not necessary.
 - [Police brutality example](#) [T/V]
- Cops CHOOSE to be cops knowing the risks that the job entails. Black lives DO NOT CHOOSE to be black. They DO NOT CHOOSE to face the risks of being Black.
 - If a cop is one of your loved ones, think about the fear you feel every time they leave to go to work. Remember the relief you feel when they return home safely. Now think about that fear amplified. And think about that fear not going away even after they return home. This is the meaning of Black Lives Matter.
- [Veterinary professional analogy](#) [T]

★ **What about the rioting and looting?**

- [I'm Not Dying With You Tonight](#) novel by Kimberly Jones and Gilly Segal
- ["How Can We Win?"](#) Kimberly Jones by David Jones Media [A/V]

★ **Why has the movement escalated all of a sudden?**

- ["The Unmatter of Black Lives"](#) article [T]

★ **Aside from slavery what oppression do Blacks face?**

- ★ NPR Podcast ["Code Switch"](#) [T/A]
 - ["A Decade of Watching Black People Die"](#)
 - ["What does seeing Black men die do for you?"](#) article
 - ["The News Beyond the COVID Numbers"](#)
 - ["Why the Coronavirus is Hitting Black Communities Hardest"](#)
 - ["Black Like Who?"](#)
 - ["What Does 'Hood Feminism' Mean for a Pandemic?"](#)
- ★ [Just Mercy](#) film [A/V]
 - Multiple ways to access free through June 2020
- ★ [Black History Panel](#) [A/V]

★ **How can I be an ally?**

- Recognize the movement doesn't stop today or tomorrow. It is not a checklist that can be eventually completed. IT IS ONGOING!
- Recognize that it will be uncomfortable, inconvenient, difficult, and complex.
- Educate yourself through reputable resources on history, data, policies, culture, etc.
 - Online Yale [African American History: From Emancipation to the Present](#) course
 - Free
 - Online UIUC [Race and Cultural Diversity in American Life and History](#) course
 - Free
 - [BLM Carrd](#)
 - [Anti-Racist Allyship Starter Pack](#)
 - ["Diversity and Inclusion on Air"](#) AAVMC Podcast [A]
 - ["What A Day" podcast](#) [A]
 - [Cornell University Press](#)
 - Free access of ebooks thru Aug 31st, 2020
 - [List of anti-racist books](#) via Chicago Public Library
 - [Distractify list of movies to watch](#)
 - PBS ["10 Little Known Black History Facts"](#)

- [Blackpast](#)
- [Anti-racism sources](#) by Sarah Sophie Flicker & Alyssa Klein
- [Scaffolding Anti-Racism Resources](#) by Anna S., Nikki Z, Bailie G.
- Reach out to other allies, resources, etc. BEFORE/INSTEAD of reaching out to your Black community. It is not their burden to educate everyone else on their hardship.
- Today's Veterinary Business "[Chapter 11; Tales from COVID-19 front lines](#)" article
- [The Modern Vet](#) YouTube channel
 - Reflections of being Black in Vet Med
- [Diversity in Veterinary Medicine lecture](#) by Corretta Patterson, DVM, DACVIM
- Purdue Diversity and Inclusion Certification Program
 - VOICE offers scholarships
 - SAVMA offers scholarships
- AVMA Courses
 - Free for members! If you aren't a member, we highly encourage it for many reasons.

- ❑ Have conversations!
 - ❑ [Letters for Black Lives](#)
 - ❑ [Translated Letters for Black Lives](#) [T/A/V]
 - ❑ American Sign Language and MANY other languages
 - ❑ DO NOT "unfriend"/"block"/shun others for disagreeing with you. Use those opportunities to have a healthy discussion.
 - ❑ Recognize you DO NOT HAVE TO AGREE with one another for it to be a productive conversation and a step forward.
 - ❑ Recognize it will be UNCOMFORTABLE. Continue to be clear, straightforward, and respectful.
 - ❑ Pivot the conversation if you feel it is heading in a dangerous or unproductive direction. YOU DO NOT HAVE TO CONTINUE TO ENGAGE.
 - ❑ This is a great example:
 - ❑ [BLM Leader speaking at Protest](#)
 - ❑ [Ask Yourself](#) [A/V]

- ❑ Carrd: [BLM Ways you can help](#)
 - ❑ [Translations](#) available!
- ❑ Donate:
 - ❑ "Free" donation via playing YouTube playlist sponsoring organization: [BLM YouTube Donations](#)
 - ❑ DO NOT SKIP ADS!
 - ❑ Youtube's algorithm counts repeated plays on a single video as spam, so turn off shuffle and manually replay after the playlist ends.
 - ❑ You can play the playlist and mute the tab while you do other things.
 - ❑ [Bail Funds](#)
 - ❑ Support Black owned businesses
- ❑ Sign petitions:
 - ❑ Justice surrounding [Breonna Taylor](#)
 - ❑ [AVMA Statement](#)
- ❑ Request change at a political level:
 - ❑ [The Sentencing Project](#)
 - ❑ CALL your local politicians
 - ❑ VOTE!
 - ❑ If you don't know how, make sure to register now and learn how. IT IS NOT something you can do without preparation.

- ❑ Be sure to vote for those that share your ideals of anti-racism and equity for all
- ❑ [More ideas](#) for White allies
- ❑ [“26 Ways to be in the Struggle Beyond the Streets”](#)
- ❑ Harvard [Implicit Bias Test](#)
- ❑ Kirwan Institute [implicit bias training modules](#)
- ❑ Support/DO NOT Support organizations
 - ❑ **Research** businesses you frequently (or infrequently) give money to
 - ❑ DO NOT stop at verifying their stance based on public claims/donations
 - ❑ Question their policies and labor
 - ❑ i.e. Donating to/publicly supporting BLM, BUT continuing to underpay/run sweatshops

★ Help me understand White privilege.

- Now This Politics: [“Black TikToker on How to Survive in America”](#) [V]
- Not being concerned that wearing a bandana/face covering to abide by COVID-19 regulations puts you at risk for being a perceived threat or risk of conviction/murder.
- Not having to weigh your every action to avoid making others feel threatened or uncomfortable.
- Charis Books & More
 - [Understanding and Dismantling Racism White reader booklist](#)
 - [Teens & Children booklist](#)

★ How can I effectively approach others who appear silent?

- Recognize that there is NO RIGHT WAY OR ONE WAY to be supportive.
 - Just because you cannot locate proof of activism, does not mean it is not happening.
 - Private conversations cannot always be tracked.
 - Signing petitions, sending messages, and educating cannot always be tracked.
 - Everyone has the right to be as private or public as they wish, that does not make their action any greater or lesser.
 - Social media is not the only platform.
 - Attending protests is not the only platform.
- Be mindful of the individual in which you are questioning.
 - How do they engage? Is it different from how you engage?
 - Is there a way you can share resources with them or initiate a healthy conversation?
- DO NOT GUILT, SHAME, OR SHUN. This is counterproductive and the fosters further negativity.
 - Engage, educate, and open discussion.
 - Support and encourage those that are stepping up. REGARDLESS OF WHEN. It is never too late to be an ally.

★ How can I respectfully check-in on Black and African-American individuals?

- Distinguish acquaintances from friends. Do not check in on every Black person you know as this can further intensify marginalization as you increase the spotlight in only these moments.
- Be intentional about what you are checking in for, please refrain from checking in out of “guilt” or “others say ti check-in”. Do so out of care and a genuine want to be there for someone.
- Remember to check in on them ALL THE TIME. Not just when the National spotlight is directed towards their community.
- Keep your initiations open-ended to allow them to direct the conversation.
 - “How are you?” vs “How are you feeling about everything?”
 - Respect their decision to not engage.
- DO NOT rely on them to provide you with resources and encouragement. THAT IS NOT THEIR

DUTY.

- Seek resources yourself through reputable organizations.
- Search their social media for things they have shared.

★ How can I safely participate in protests?

- [Amnesty International Safety During Protest infographic](#)
- [Right to Protest](#)
- Take precautions to protect yourself from COVID19
 - Go to a free testing center

★ I am struggling. I need self-care & community support.

- [Veterinarians as One Inclusive Community for Empowerment \(VOICE\) FB group](#)
- [Multicultural Veterinary Medical Association \(MCMVA\) FB group](#)
- [National Association for Black Veterinarians \(NABV\) FB group](#)
- [Veterinary Mental Health Awareness FB Group](#)
- [South Asian Sexual & Mental Health Alliance FB Group](#)

- [Dr. Wendi Williams](#): Black psychologist [T]
 - Now This Opinions: [Black Pain Going Viral](#) [A/V]
- Remember that you DON'T HAVE TO CARRY THE BURDEN.
 - Ask individuals to search for resources to educate themselves.
 - Remind yourself that the individuals WILL present opportunities to be confronted in the future; whether by you or someone else.
- Set boundaries. And stand by them.
 - "I don't have the space for this conversation right now. I need time."
 - Be mindful of where you spend your energy.
 - Limit social media.
- Express emotions, don't suppress them.
 - It's OK to have days where you know you're not OK.
- It's OK to be a student first, YOU SHOULD BE.
- Activism is difficult. Leadership is difficult. You DO NOT always have to carry that weight. It is healthy and productive to step back and take time to recover.

★ How can I approach my administration/business owners in a professional manner?

- Tell the administration what you NEED.
 - Keep in mind that even with people in place, they need funding and resources.
 - Encourage them to fundraise.
 - Encourage them to advertise and advocate.
 - DO NOT give up and be afraid to express your stance.
 - If you feel minorities are being used as "tokens" SPEAK UP. Request photos/videos be removed until you feel welcome and treated with respect.

◆ Statements from other veterinary related institutions & organizations:

- ❖ You should be able to search for specific organizations and their statements/stance.
- ❖ Refer to the VOICE FB group for a post containing messages directly from administrations and students.

❖ **Resources/resources others have created that fall under multiple categories:**

- ❖ [Natl Resource List](#)
 - Twitter: @botanicaldyke
 - Instagram: botanicaldyke
- ❖ [VOICE Townhall inquiry responses](#)
- ❖ [BLM Resources \(Vet Med+\)](#) [T/AV/]
- ❖ Potential employers that have signed the pledge: <https://www.ceoaction.com/about/> [T]