



## CALL TO ACTION

"Institutional racism is the manifestation of racism in social systems and institutions. It is the social, economic, educational, and political forces or policies that operate to foster discriminatory outcomes. It is the combination of policies, practices, or procedures embedded in bureaucratic structure that systematically lead to unequal outcomes for groups of people."

- National Association of Social Workers -

We have been traumatized by the deaths of more than 116 Black men and women in America at the hands of those called to protect and serve. We have been further traumatized by the senseless deaths of police officers at the hands of rogue citizens who have met violence with violence. Now that we have begun to wrap our minds around this violence, it is time we take action.

The events of this day and time are built on years of oppression and institutional racism that has now reached a critical mass. What we are facing is not solely about Black Lives versus Blue Lives, but about the continued oppression of people of color by the continued use of exclusionary or excessive force.

We put out this call to action for those who are struggling with "what can I do?"

### **BRING YOUR VOICE**

Not all people of color are non-compliant. Not all those who are white are racist and against people of color. Not all institutions use excessive force. We know this to be true. It is now time for those who are against institutional racism and oppression to bring their voices to places and spaces when injustices happen. We each have the right to freedom of speech and have the right to reach out to our political leaders to demand change!

Women would not have the right to vote, if there weren't men fighting alongside them. People of Color would still be faced with mass segregation there weren't white advocates fighting against Jim Crow Laws. LGBT individuals would never have marriage equality, and anti-discriminatory policies in most states, if there were no straight allies.

When there are peaceful protests, meeting spaces, and calls for participation, BRING YOUR VOICE of support.

Reach out to your elected officials here: <https://www.usa.gov/elected-officials>

### **KNOW YOUR WORTH**

Regardless of the depth and breadth of your network, you have the ability to speak out against and act against institutional racism. You may feel that your vote, your voice, your money, your boycott, is minimal and not impactful, but every time your vote against oppression, you speak out against injustices, you choose to spend money only within your community, or you choose to boycott industries with oppressive policies and procedures, the impact is felt.

You must KNOW YOUR WORTH not only as an individual, but as a consumer, constituent, and citizen.

## BE STRATEGIC

We cannot move forward without a plan of action. Now is not the time to allow our emotions and frustrations get the best of us. We must channel our anger, our hurt, our sadness into our communities. We do this through being purposeful in where we spend our money. We do this through getting out and voting at EVERY election that comes to our city, regardless of if "our" favorite candidate is on the ballot or not. We do this by coming together and demanding justice through peaceful protests, peaceful demonstrations, and knowing the law. When we come together and face violence with violence we diminish our impact, and add fuel to an already raging fire.

In the coming days and weeks, there will be many calls to action. There will be opportunities for you to send money to support the families of victims of these senseless acts – give. There will be opportunities to send emails/letters to your elected officials – write. There will be opportunities to come together with seeming rivals to develop ways to support communities facing oppression – unite. There will be opportunities for you to move beyond your comfort zone by questioning our own privilege and position - move.

KAPPA XI OMEGA SORORITY, INCORPORATED  
[www.kappaxiomega.org](http://www.kappaxiomega.org)

Sisterhood-Action-Service  
Let this be our bond

