

# STANDING TOGETHER AGAINST RACISM AND DISCRIMINATION

*To truly combat racism and achieve our mission of peace and security for all, we must be willing to work on these issues every day. We commit to do so and to hold ourselves accountable.*

JUNE 2020

# **WOMEN OF COLOR ADVANCING PEACE, SECURITY & CONFLICT TRANSFORMATION**

## **Standing Together Against Racism and Discrimination**

We, the undersigned, stand together against the acts of racism and discrimination that are structurally and culturally built into the foundation of this country and manifest in the repeated targeting of Black people. We, therefore, echo the Women of Color Advancing Peace, Security & Conflict Transformation (WCAPS) [Statements](#) on the Killing of George Floyd. This moment has at last driven into the mainstream a long-overdue conversation about institutional racism. America can no longer ignore the vast inequities that exist in this country and that serve as a powerful catalyst for our communal effort to eradicate the violence that destroys the lives and peace of the citizens of our nation.

As individuals and organizations that work to promote global peace and security, national security, and foreign policy, we are acutely aware of how racism and discrimination obstruct our goals. These racial attitudes exist in all facets of our lives, weakening our democracy, and opposing our values of equality, justice, and freedom.

To root out institutional racism, it is vital that we re-examine our implicit and explicit biases, as well as biases within our organizations. We share a common vision of a world where all people are treated equally, fairly, and with respect.

Institutional racism purposefully disadvantages Black people and people of color through social, economic, and political systems, reinforcing white supremacy, and must be consciously confronted, addressed and removed.

We understand that racism in America and abroad will not be eliminated without a sustained effort. We must work within ourselves, our organizations, and in collaboration against any and all signs of structural racism that continue to permeate our culture, society, and ways of life.

To truly combat racism and achieve our mission of peace and security for all, we must be willing to work on this issue every day. We commit to do so and to hold ourselves accountable. As individuals and organizations, we must:

Actively change the face of international peace and security by ensuring that our organizations reflect the diversity of America and at all levels.

Diversify our boards of directors and advisory committees to include Black people and people of color.

Elevate the voices of Black people and people of color in the media and through other public engagements.

Educate our leadership and staff on the prevention of racism and discrimination, and on their detrimental impacts.

Call out racism and share the burden of dismantling white supremacy.

Acknowledge microaggressions and their detrimental impact on Black people and people of color in the workplace.

Provide support, including financial support and resources, to groups that are led by Black people and people of color that promote our values.

Acknowledge the contributions of Black people and people of color and credit their work in the fields of international peace and security.

Develop a safe workplace where Black people and people of color can share their concerns on issues of racism and racial discrimination.

Develop meaningful diversity, inclusion, and equity strategies for Black people and people of color, and our efforts on gender diversity will include women of color.

Develop processes for hiring individuals from local and low-income communities.

Develop mentorship programs for Black people and people of color in our organizations.

Some of us have already begun work in these areas, while others are just beginning. We recognize that each of us is in different places on this journey and we will work together to achieve these goals. We will join WCAPS in discussions on how we can ensure we are accountable for our efforts to address racism and discrimination in all its forms.

We will be part of the solution.

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**Organization & Network Quotes:**

“The calls for Justice take place against the backdrop of personal and institutional racism and attitudes of white supremacy that have poisoned the whole history of the United States of America. These Black Lives Matter protests connect unmistakably with the racist-colonialist histories of our own countries as well, that have caused untold human misery for centuries of slavery, rape and lynching, and which continue even now through institutional inequality and discrimination, and the hate and fear embedded in white supremacist narratives.”

Acronym Institute for Disarmament Diplomacy

“Peace without justice is not possible. Promoting peace requires resolute and unwavering anti-racism; there is no middle ground. We stand with all those demanding justice, accountability, and human security for black Americans that has been denied since the founding of the United States.”

Alliance for Peacebuilding

“Without respect for human dignity, especially for the dignity of black lives to exist all efforts towards peace will be for naught.”

Armooh-Williams, PLLC

“We offer our support and solidarity to the families of the victims and to those who are working to achieve racial and social justice and equality in the United States and around the globe. More than this, we believe we must take proactive measures to eliminate the structures of inequality and injustice that permeate our society.”

Arms Control Association

“The Association of Professional Schools of International Affairs is dedicated to the improvement of professional education in international affairs and, thereby, the advancement of global prosperity, peace, and security. We owe our community an environment of safety and dignity, of listening and action, of diversity and inclusion. If we pride ourselves on how our students shape the world, we owe the world schools of international affairs which see the structural problems at work, who think about their role in those structures, and who feel compelled to address them in pursuit of greater dignity, greater equality, and greater justice, prosperity, and peace. We recommit ourselves to make that a reality.”

Association of Professional Schools of International Affairs

“Racism is everywhere, every day. Is affecting black people’s daily life. Racism works by directing violence and blame toward people of color. We witness this on May 25th in our progressive Minneapolis backyard when four officers pinned to the ground George Floyd as he begged for air. Mr. Floyd’s final words were 'I can't breathe,' 'Mama' and 'please'. Inna lillahi wa inna ilayhi raji'un.”

Ayada Leads

“As we strive to dismantle the nuclear system, we must simultaneously strive to dismantle systems of institutionalized racism. To achieve one without the other is to be satisfied with oppression. Beyond the Bomb is honored to partner with those leading the fight for racial justice and will continue standing up for Black lives.”

Beyond the Bomb

“We offer our support and sympathy to the families of the victims. We stand in solidarity with victims of injustice everywhere. This is the time to seize the moment to fight for a more just and fair world, where everyone has an equal chance to #Breathe the air of social justice, economic freedom and opportunity.”

Blue Lotus Women Empowerment Network, Inc.

“Experts and organizations within the nuclear policy field must confidently and unflinchingly say "Black Lives Matter." This phrase must be met with the respect it deserves through sincere action, including honestly confronting the fact that the field's scholarship and practice – the way we analyze, what we read, who we listen to – is inherently entangled with the histories and policies of white supremacy and colonialism. Bombshelltoe commits to holding the nuclear policy field accountable to this level of introspection and sincerity by developing projects and programming that de-centers white/western nuclear narratives.”

Bombshelltoe Policy x Arts Collective

“Peace is possible in our country and in our world, if we collectively commit to justice for all.”

BridgePeople LLC

“The Bulletin of the Atomic Scientists recognizes racism as a threat to humanity and that national security cannot be advanced unless all citizens have strong personal security. Within the national security community, the dialogue has been historically dominated by white male voices and it is our responsibility to initiate and cultivate change. We acknowledge that we have much work to do on this front to serve as an ally with communities of color, and those advocating change.”

Bulletin of the Atomic Scientists

“We must address the deep inequities, systemic racism and polarization which have long plagued American society. At Carnegie, we remain committed to doing all we can to help build a better and more just society, and to keep a sharp focus on the underlying pathologies of violence and intolerance which obstruct the pursuit of international peace.”

And we can certainly do more to address the inexcusable under-representation of women and minority voices in our profession and lift up the next generation.”

Carnegie Endowment for International Peace

“We reflect on the many ways that the poison of racism manifests itself in the U.S. and throughout the Americas and consider the ways we can do more to build an antiracist, just, and equitable society. Center for Democracy in the Americas expresses its solidarity with #BlackLivesMatter and #LasVidasNegrasImportan and with those who continue standing up against injustice in the United States, in the Americas, and throughout the world.”

Center for Democracy in the Americas

“In his historic speech against the Vietnam War, Rev. Martin Luther King, Jr. warned against the “giant triplets” of racism, militarism and materialism. We note that racism informs the White House’s failed response to the Covid-19 pandemic that is disproportionately killing black, brown and native peoples in this country.”

Center for International Policy

“No one can be secure until all are secure, especially those with the least power, wealth, and privilege in a society. American society has always been and continues to be built on a racial hierarchy that condemns Blacks, eliminates Native Americans, exploits the labor of immigrants, and privileges Whites. Until we change the structures that produce these outcomes, we will have neither security nor peace.”

Center for Security, Race and Rights

“At the Centre for Feminist Foreign Policy, we recognize that the US was built by slaves on stolen land. Racism is built into the very fabric of American society and we call on all white people to put significant energy into unlearning the patriarchal, white supremacist values we have all grown up with. We stand in solidarity with WCAPS, commit to actively embracing anti-racism in our own organization, and wholeheartedly support the Black Lives Matter movement.”

Centre for Feminist Foreign Policy

“The Clearinghouse on Women's Issues stands staunchly with our sisters in WCAPS, the entire Black community, and all people of color, and pledge to work tirelessly with them to dismantle institutional systems and structures of racism, discrimination, and oppression in the United States and around the world. Today, tomorrow, and as long as the fight requires, we commit our enduring support of a holistic approach to reforming and reconfiguring legal, health, education, housing, social, and all systems until true equality becomes reality.”

Clearinghouse on Women’s Issues

“The Compton Foundation stands in solidarity with the Movement for Black Lives. We commit to uproot our practices that serve to uphold white supremacy and colonization. We commit to take immediate action to support the courageous Black leaders who are creating a future of peace and liberation for all.”

The Compton Foundation

“The Consortium on Gender, Security and Human Rights unequivocally stands in solidarity with the Black community – and against the deeply anti-black, racist and patriarchal structures that perpetuate police violence and impunity, and that also lead to the disproportional impact of the COVID-19 pandemic on Black, brown and indigenous communities. The political economic systems that foster ever increasing investment in militarization – while privatizing and disinvesting from social infrastructure such as housing, income support, education, childcare and public health – both rely on and perpetuate the devaluation of Black lives, brown lives, indigenous lives and women’s lives, in the U.S. and around the world. Revaluing those lives is at the heart of the systemic transformations required for anything that could meaningfully be called security.”

Consortium on Gender, Security & Human Rights

“We stand in support of WCAPS and its efforts to promote awareness and sustained efforts to combat racism and discrimination in our organizations and communities.”

Constituency for Africa

“At the Center and Council, we stand in solidarity with the Black Lives Matter movement and believe that all Americans must work to dismantle and destroy structural racism in our society. We know that as we continue our work to dismantle the systems that prioritize conflict over diplomacy abroad, we must also dismantle the systems that enable violence and oppression at home. That includes rejecting the continued militarization of police forces.”

Council for a Livable World & Center for Arms Control and Non-Proliferation

“We stand with our current and former fellows who have been brutalized by an unjust and racist U.S. policing and penal system. We stand with our grant partners working to reform racist institutional systems in all areas of our work. We stand with peaceful demonstrators who safely demand accountability, justice and reform. We value and thank the leadership of WCAPS and commit to the actions above.”

David Rockefeller Fund

“We encourage our National Security & Foreign Policy colleagues to actively remember that racism is inarguable a national security threat. Bigotry, xenophobia, systemic inequality, inequity, institutional oppression, micro and macro aggressions and the many other manifestations of institutional racism and hate must be met with our loud and ardent rebuke and our ACTION. We encourage you to stand with and commit to support

efforts to eradicate racism and redefine institutions that have not lived up to the ideals set forth by this nation's founders."

Diversity in National Security Network

"I and the ELN's core team strongly associate ourselves with this statement. It has an American focus. But the issues of racism and discrimination that it addresses are global and must be addressed in Europe too. Black lives matter everywhere. Values underpin security. We are stepping up our commitment to make a practical difference in our recruitment, in the membership of our networks and Board, and in what we publish."

The European Leadership Network

"The Federation of American Scientists stands with Black Americans who have endured centuries of institutional racism that has contributed to everything from disproportionate negative health outcomes in the midst of a pandemic to the killing of unarmed individuals by those who are sworn to protect them."

Federation of American Scientists

"We condemn the murder of George Floyd and the militarized response to peaceful protests, which have cast yet another spotlight on the persistent racial injustices that threaten Black Americans. Foreign Policy for America's vision for principled American leadership in the world depends fundamentally on our ability to uphold human rights, to earn the esteem of our allies, to empathize with others, and to use power wisely. We stand in solidarity with the Black community as they express grief, shock, anger, and fear over police violence, and we're committed to doing our part to address structural racism."

Foreign Policy for America

"It is a moment to protest. More importantly, it is a moment to reflect and listen – to African Americans and minorities wherever they may be. It's time to ask what each of our relationships are to these communities and how we may have benefitted from their oppression or else contributed to it. It's easy to make this about Donald Trump or the police. This is about more than both. It is about privilege and its institutionalized legacy that has held back African Americans and minorities wherever they may be – and enabled the progress and sustained entitlement of those who aren't."

Foreign Policy Interrupted

"The Foundation for Inclusion wants to publicly acknowledge and elevate the voices of those fighting for justice and systemic changes toward Black liberation. We stand in unwavering solidarity with Black communities and reaffirm our commitment to shatter white supremacy at all its intersections. Silence is not acceptable. Neither are words without appropriate, sustained action. Justice and systemic equity must be our only acceptable outcomes. From our work on collective systems transformation, we know this is neither simple, easy, nor quick. Systemic action is challenging. But it is possible and essential. And today, the calls for genuine systems change ring louder than ever. It's time

we answer it together and hold ourselves accountable for what moments like this demand.”

Foundation for Inclusion

“As a Quaker organization that lobbies Congress for peace, justice and environmental stewardship, we are committed to eliminate institutional racism, institutional sexism and other forms of systemic discrimination—as a daily practice and within our legislative priorities. Our nation has a special responsibility to redress the consequences of its long history of slavery, race-based discrimination and oppression that is corrosive to Black lives and to a society that seeks equality.”

Friends Committees on National Legislation

“Fringe22 Studio stands with organizations that support racial equality and justice for black communities and communities of color. We aim to use our creative strategy and design services to create a sense of social impact on issues regarding racial equality as well as maintaining a space in our business for a diverse team and, leadership roles.”

Fringe22 Studio

“It's time for those who talk about empowering the next generations in national security to act: building inclusive and equitable systems that reflect the diverse security experiences of all Americans requires that those who come after us have a stake in dismantling what those who came before us built.”

Girl Security

“The Georgetown Institute for Women, Peace and Security stands in solidarity with the Black community in the continuing struggle against racism and injustice. As scholars and practitioners in the field of women, peace and security globally, there is much more we can and must do in our own country.”

Georgetown Institute for Women, Peace & Security

“Expressions of solidarity from the peace and security crowd are not enough. We must take responsibility for our role in a system that perpetuates racial injustice and be vocal and persistent actors in addressing systemic racism and inequality. We're honored to stand with our colleagues at WCAPS and commit to concrete action to confront white supremacy in all its insidious forms, break down institutionalized racism, root out conscious and unconscious bias, and bring about the structural change needed to make our communities, institutions, and movements truly just.”

Global Zero

“Inkstick Media was founded as “foreign policy for the rest of us.” We aim to represent the next generation of foreign policy and national security leaders and believe strongly that we harm ourselves and our country when we allow just one perspective a seat at the table. Anti-racism is central to our mission, and there has never been any question in our minds that racism is a national security threat. But real inclusion does not just mean allowing our BIPOC colleagues a seat at the table, it means actively making space for



their voices. This is not simply a pipeline problem. It is a systemic reality. This must be the moment that we begin to fight back and finally overcome the inertia of our field. So we are taking this moment to reflect, recommit ourselves to our mission, and double down. We can do better, too.”

Inkstink Media

“We at ICRW stand in solidarity with the Black community. We will use our research and advocacy platform to interrogate injustice, drive evidence-informed solutions and collaborate with our partners near and far to create a better world.”

International Center for Research on Women

“ICAN has worked throughout the global context to support local and sustainable solutions to violence and insecurity. As we strive to dismantle systems of oppression and violence abroad to create just and peaceful societies, we must also recognize that those same systems are replicated and reinforced at home in the United States. We must all recognize the violence(s) that have been intrinsic to the Black American experience since the beginning and commit to work for a peaceful, just and inclusive society for all.”

International Civil Action Network

“Until we take on the institutionalized racism that has held black women back, we will not achieve our mission. It is on all of us to take on the burden of changing this country for the better.”

LC\_WINS

“MSU Denver stands with Black Americans against racial injustice and violence. We must try to model the compassionate and inclusive society we can envision. We can only make real and substantive progress if we listen to one another, acknowledge the part we each play in maintaining systems of oppression, and make an honest commitment to take action toward a more equitable and just society.”

Metropolitan State University of Denver

“N Square stands alongside the family of George Floyd and the millions of Black Americans who continue to suffer the impacts of systemic racial injustice. This horrible moment has inspired us to dig deeper into our advocacy and allyship, even as our hearts break over our collective failure to ensure that all people are protected by law and secure from all threats, whether those threats take the form of racist police officers or the production, testing, or use of nuclear weapons. It is time to revolutionize our systems and our practices so that all of them, without fail, align toward justice.”

N Square

“We at National Iranian American Council are committed to help eradicate systemic racism against black Americans and to hold ourselves and our community accountable to the principles of justice and equality for all. We strongly support the right to protest as a fundamental human right, whether in a foreign nation like Iran or here at home, and

believe that through organizing, educating, and civic and political engagement, we can and will overcome.”

National Iranian American Council

“But as many others have pointed out, it is the systemic racism that Black communities have lived with day after day, month after month, year after year, decade after decade, century after century that has laid the foundation for these events and stops us from becoming the America we believe we can be.”

New America

“The deep, long, and interconnected history of racism with transphobia and homophobia makes the journey towards and the living of authentic lives especially dangerous for black LGBTQIA+ Americans.”

Out in National Security

“Ending systemic racism in the United States is essential for a world free from identity-based violence. We stand in solidarity with those calling for an end to the injustice, police brutality, and systemic racism in the U.S., and we condemn the militarized response to these protests.”

Over Zero

“We will overcome. We will push together, as one body, one soul, for peace, for justice, for the community. The worst thing we can do is to mute ourselves, to “toe the line” of silence and passive acceptance of bigotry, fear, and brutality. Inaction and silence are violence. We will walk hand-in-hand on this journey. Know you are not alone! We Will Overcome! Let us join together and scream at the top of our lungs to ensure that all will hear, band together, and scream as one voice, one soul, one fight, creating a path of unity, community, and peace. WE WILL OVERCOME!”

PEAC Institute

“As an international peacebuilding organization based in the U.S. and UK, we bear a responsibility to work actively within our own communities to build a society based on justice, nonviolent transformation of conflict, and human dignity for all. We recognize our own complicity within systems of oppression and injustice which have shaped our countries and the current global order, and we remain committed to working with local people to stop violence and build lasting peace.”

Peace Direct

“Protesters across the country have shone a light on what can no longer be ignored: the persistence of deadly and systemic racism in America. Our mission and our values at Ploughshares Fund are grounded in peace, democracy and justice. We stand for everyone’s right to a safe and secure future. We stand in solidarity with those peacefully protesting against police violence and the callous disregard for the lives of Trayvon Martin, of Philando Castile, of Eric Garner, of Breonna Taylor, of Ahmaud Arbery, of George Floyd – and too many others.”

Ploughshares Fund

"Peacebuilding is working towards our collective futures and liberation. For far too long we have considered the very power structures and capital that design and cause violence as a possible resource in building peace. However the truth must be uncovered. If we want to build peace we must work to dismantle those systems of oppression like racism, white supremacy, patriarchy, sexism, classism and ableism. Without our mutual liberation there is no peace."

+PEACE

"The murder of George Floyd and other acts of violence against African Americans in recent years are reminders of the deadly consequences of institutional racism in the United States. Tragically, the latest acts of violence by police directed at African Americans are occurring at a time when African Americans and other people of color are dying disproportionately from COVID-19, further illustrating the damage caused by institutional racism."

Physicians for Social Responsibility

"Britain's relationship with race and racism is far from a neat narrative with a happy resolution. We mourn the loss of countless Black lives at the hands of systemic injustices in the United States. In the United Kingdom, our own systems of policing, imprisonment and justice have failed Eric Garner, Jimmy Mubenga, Rashan Charles, Edson Da Costa, Sarah Reed, and far too many others. We have more to learn, more to act on and most importantly, more to listen to. The onus is on us to act. We remain committed to working on being better allies. We stand in solidarity with all those fighting against injustice."

Ridgeway Information

"The killing of George Floyd is the latest painful chapter in a brutal history America too often tries to dismiss and for too long has failed to overcome. Against the backdrop of a deadly pandemic, increasing international isolationism, and rising authoritarianism globally, his horrific death and the swell of protests that followed mark a hinge moment in history: Our actions now will determine whether we swing back into a dark past or press forward toward a brighter future, with peace and justice for all."

Rockefeller Brothers Fund

"It's about time."

Search for Common Ground

"The Stanley Center for Peace and Security unequivocally upholds that Black Lives Matter. We commit to immediate action for concrete, enduring, and systemic change in the United States and elsewhere and fully recognize our need to be more cognizant of our privilege, yield space, and ever-more strongly amplify the voices of black and brown individuals and organizations. We will forever remain in solidarity with Women of Color Advancing Peace and Security and others in the black and brown community as they so effectively lead the fight for freedom, justice, and dignity."

The Stanley Center for Peace and Security

"We have never issued a statement about any previous event, including 9/11, the war in Iraq, the Iran nuclear agreement, or the current administration's withdrawal from treaties, nor have we signed onto letters, but we feel the recent events require a response. We salute the efforts of our fellows, alumni, board members, and their partners and peers, to steer America towards a more equitable and just future."

Herbert Scoville Jr. Peace Fellowship

"Racism is a threat to our national security at home and abroad. Truman will leverage the full power of its diverse nationwide membership to dismantle structures of systemic racism and discrimination at home so that we may see justice, peace, and security flourish abroad."

Truman Center for National Policy & Truman National Security Project

"This is not simply a 'diversity' issue, and we cannot ask Black and Brown people to do the work alone to fix our nation; we must all rally behind this effort."

Truman Project

"The Union of Concerned Scientists joins WCAPS in the fight against racism and discrimination. A world of peace and security for all is only possible once individual and institutional racism have been rooted out of our own selves, our organization, the peace and security community, our country, and the world. We commit to working diligently toward that goal."

The Union of Concerned Scientists

"We need to move forward with a commitment to use our voices, our stories, our ballots, and our liberties to call out injustice whenever we see it, whether it's happening here in the U.S. or somewhere else in the world."

United Nations Association of the USA

"I stand firmly against racism, discrimination, inequity, xenophobia, and bigotry in any form, and commit to promote equity, diversity, and inclusivity in my personal and professional capacity. We cannot achieve world security without human security. #BlackLivesMatter."

Vienna Center for Disarmament and Non-proliferation

"We understand that there are key structural conditions-namely those of white supremacy and militarism - that lead to the violence we see across the United States. As peace scholars and advocates, we cannot call for peace without also calling for the dismantling of those very structural conditions that perpetuate white supremacy and normalize violence against communities of color."

War Prevention Initiative of the Jubitz Family Foundation

"The Wisconsin Project on Nuclear Arms Control stands in solidarity with Black people and people of color against the injustice of structural racism in the United States and the

violence and oppression that it causes. Our organization is founded on the idea that the best way to stop proliferation is at the source. As an organization, we must likewise do much more to end white supremacist values and thinking at the source. We join the many voices committing to take action, both within our organization and as part our community. Our common cause of advancing peace and security cannot succeed in the absence of justice. Black lives matter.”

Wisconsin Project on Arms Control

“We are dedicated to actively opposing racism in all its forms and call for an end to the institutional and cultural white supremacy that underpins and perpetuates this violence and devastates the Black community.”

Women’s Action for New Direction

“The Black Lives Matter movement calls upon political leaders and society as a whole to end the racism, discrimination and inequalities that persist and abound in the United States in the 21st century. These systemic, structural, and institutional inequalities have been amplified by the coronavirus pandemic and the crushing economic recession. The crisis is both urgent and chronic.”

Women In International Security

“We are all enlisted in the cause of ending racism, which has caused so much heartache and bloodshed. Let this moment in time spur a renewal of our efforts! The WomanStats Project co-principal investigators, representing countries across several continents, stand united against racism worldwide.”

The Woman Stats Project

## **Individual Quotes:**

“The protestors demanding justice in the wake of George Floyd’s killing are confronting what is uniquely American. Our history of institutionalized racism, systemic injustice, and the struggle to right these wrongs are hallmarks of our founding, America’s coming of age, and our society today. There is nothing more American than the belief that we can achieve a ‘more perfect union’ by exercising the rights enshrined in the Constitution and by demanding that all of those rights be afforded to all Americans.” - National Security Action

Leo Cruz

“Radical simply means ‘grasping things at the root.’” - Angela Davis

Maricielo Gomez

“This is a moment of societal reckoning with global hierarchies of power and injustice. Long overdue, we all need to reflect on, acknowledge and own up to our shared histories. Working on conflict, peace and security issues - it’s undeniable that our work begins with the values we live by in our homes and communities. Each government needs to be held to account, and we all need to do our part in addressing everyday inequalities and injustices.”

Aditi Gupta

"#ICantBreathe"

Crystal James

"We now need to move from words to action to overcome systemic discrimination and exclusion."

Jeni Klugman

"As the late Toni Morrison remarked, no matter where I end up or what job I take, my most important will be to make sure I am fighting for freedom for others because it is others who granted me freedom. This extends to every walk of life and ever setting I'm in, so where there are Black and brown lives at risk, I do not see it as - random life at risk; I see it as my own life at risk."

B. Eni Owoeye

"If success is the point at which opportunity meets preparation, then we must do away with institutional racism as it is a barrier to individual and community success!"

Ronald Thomason