

To our WICC Community,

As an organization dedicated to inclusivity and the creation of a student community, we wish to acknowledge the recent killings of George Floyd, Breonna Taylor, Ahmaud Arbery and countless other black lives.

We condemn the systemic violence and police brutality against black people that has shaken our society throughout history. As an organization that serves all genders, races, and identities, it is important to us that we support the black community and stand as allies. We are deeply sorry for those who have lost loved ones and continue to face the harsh injustices of racism throughout the country. We also stand in solidarity with protestors around the country fighting for change.

At the core of our mission is equality. We urge our members to take action and fight for equal rights beyond just the tech community. Many of us have the privilege to never have to face racial injustices. It is crucial that we acknowledge this privilege and use it to be allies for our black peers. Sometimes it may feel easier to stay silent, but everyone has the responsibility to stand against injustice. As members of Women in Computing at Cornell, we must continue to be advocates for equality throughout all aspects of our lives.

To all members of the black community, inside and outside of WICC, we hear you, and we stand with you. To all of our non-black members, please take a look at the resources below and serve as an ally. We hope that everyone is staying safe and taking action to put an end to the cruel injustices that have plagued our society for too long.

Shortened link: tinyurl.com/WICCBLMResources

HOW TO TAKE ACTION:

- **Donate**— The median starting salary of a Cornell CS graduate is \$105,571, while the median income of a black family in the US is \$40,000. Think about your privilege and use it wisely.
- **Sign petitions**— Make your voice heard, send letters to your local politicians
- **Educate yourself**— Read books and articles, listen to podcasts about historical oppression. On average, 1% of today's tech company employees are black.
- **Spread awareness**— Tell people why you support the black community and why they should too
- **Be an effective ally**— Don't let this be a "trend", we must *actively* be anti-racist. Acknowledge your implicit biases (everyone has them) and fight against them.

WHERE TO DONATE:

- [NATIONAL BAIL OUT](#): Donate to this to collect funds to pay jail bonds for the protesters who get arrested.
- [BLACK LIVES MATTER](#): An organization fighting for the BLM movement.
- [BLACK VISIONS MN](#): An organization that is led by Black, Queer and Trans people.
- [NAACP Legal Defense Fund](#): Fights for the overall equality fight.
- [RECLAIM THE BLOCK](#): Supports defunding the police department in Minneapolis and moving them towards other more beneficial areas.
- [#DonationDatabase: Racial Justice Organizations and Bail Funds](#)
- Want your donation matched? [Fill out the form for a company to match your amount here.](#)
- [Zoom Uni Challenge](#)

PETITIONS:

- [Justice for George Floyd](#)
- [Stand with Breonna](#)
- [Demand Justice for Tony McDade](#)
- [Justice for David McAtee](#)
- [Ahmaud Arbery](#)
- [8 Can't Wait](#) (Tell your city to enact policies to decrease police violence)
- Text "FLOYD" to 55156
- Text "JUSTICE" to 55156
- Text "ENOUGH" to 55156
- Text "JUSTICE" to 668366
- More petitions here: <https://colorofchange.org/campaigns/active/>
- And here: <https://blacklivesmatters.carrd.co/#petitions>

SUPPORT PROTESTORS:

- Don't share or post videos of protestors, to protect their identity
- Turn off location services and don't be alone when protesting
- Bring and donate first aid supplies
- Wear clothing that covers any identifiable markings (i.e. tattoos, birthmarks)
 - Face masks are key during the pandemic and against facial recognition
- Be aware of who organized the protest, as many radical left and right wing protestors are using them as an excuse for violence
- Look out for undercover police officers: they may wear armbands/wristbands, protective gear, heavy footwear

RESOURCE LISTS:

- [Ways To Help](#)
- [Natl Resource List #GeorgeFloyd+](#)

- [Anti-racism resources for white people](#)
- [87 Ways You Can Help](#)
- [Anti Racism Resources](#)
- [So You Want To Be An Ally...](#)
- [Racial Equity Resources](#)

RECOMMENDED READINGS AND PODCASTS:

- [The Long, Painful History of Police Brutality in the U.S.](#)
- [White Privilege: Unpacking the Invisible Knapsack](#)
- [30+ Ways Asians Perpetuate Anti-Black Racism Everyday](#)
- [Talking About Race](#)
- Who Do You Serve, Who Do You Protect (free ebook)
- The End of Policing (free ebook)
- About Time (podcast)
- Code Switch (podcast)
- Intersectionality Matters! (podcast)
- The Diversity Gap (podcast)

TECH-RELATED READINGS AND RESOURCES:

- [alandgton/activism-mail-bot](#) Activism Mail Bot, it's a script that sends a unique message to each lawmaker by varying sentence structures and switching out nouns, verbs, adverbs, and adjectives with synonyms.
- [Joy Buolamwini: How I'm fighting bias in algorithms | TED Talk](#)
- [RACIAL LITERACY IN TECH – BREAKING FREE OF OLD PATTERNS](#)
- [Excavating AI](#)
- [Facebook Lets Advertisers Exclude Users by Race](#)
- [Tech Colonialism Today](#)
- Algorithms of Oppression by Safiya Umoja Noble
- [The algorithms that detect hate speech online are biased against black people](#)
- [It's the \(Democracy-Poisoning\) Golden Age of Free Speech](#) -- good read on how free speech is reflected on social media platforms and the consequences of algorithms
- [Black Tech for Black Lives](#)
- Relevant Organizations
 - [Data for Black Lives](#)
 - [Algorithmic Justice League](#)
 - [Design Justice Network](#)
 - [Black in AI](#)
- [Tech x Racial Justice Crowdsourced Resources](#)

WHO TO FOLLOW:

- @bergerswithasideofcode

- @blkivesmatter
- @blackvisionscollective
- @reclaimtheblock
- @ethelsclub