

JUNE 3, 2020

## WANT TO HELP END RACISM? LISTEN, LEARN, UNDERSTAND

# #BlackLivesMatter

Amway stands in solidarity with the Black community. Many people are hurting and struggling with the events in recent weeks that have their roots in decades of racial discrimination.

We see you. We hear you. We recognize your pain. We will not stand by in times of injustice and inequality. To be silent is to be complicit.

Amway has always been a business open to all, one that reflects and celebrates the diversity of people everywhere we operate. The Amway community is here to support, listen and be part of the change.

Amway is donating to the [National Urban League](https://nul.org/) and [NAACP](https://secure.actblue.com/donate/naacp-1) to help support an end to race-based discrimination. We invite you to join us in donating to these or other organizations that are working to end racism and show that #BlackLivesMatter.

### **What else can we do?**

Making financial contributions is a good start. But we can also work to educate ourselves and others about the realities of systemic racism and the white privilege it fosters. Seeking a

broader understanding of the realities of discrimination will help make systemic change possible.

Listen to voices that are different from yours. Learn about the experiences of those unlike you. Understand how racism affects all of us.



# #Bethechange

(<https://www.amwayconnections.com/wp-content/uploads/2020/06/Bethechange.jpg>).

## **Educate yourself about racism**

Wondering where to start? The Amway Diversity and Inclusion team crafted a list of recommended reading, podcasts, videos and organizations to help bridge the gap to understanding how deep the problem of racism is in the world, including a special section for parents.

Bookmark this, save it or print it out and start doing the work to dismantle systemic racism.

Racism has no place in the Amway business and will not be tolerated within the Amway organization. We can and must work together to end it. Please, join us.

### **VIDEOS, MOVIES AND TV SHOWS ABOUT RACISM:**

- [Black Feminism & the Movement for Black Lives: Barbara Smith, Reina Gossett, Charlene Carruthers \(50:48\)](https://youtu.be/eV3nnFheQRo)(<https://youtu.be/eV3nnFheQRo>).
- [“How Studying Privilege Systems Can Strengthen Compassion”](https://youtu.be/e-BY9UEewHw)(<https://youtu.be/e-BY9UEewHw>) | Peggy McIntosh at TEDxTimberlaneSchools (18:26)
- 13th (Ava DuVernay) — Netflix
- American Son (Kenny Leon) — Netflix
- Black Power Mixtape: 1967-1975 — Available to rent
- Clemency (Chinonye Chukwu) — Available to rent
- Fruitvale Station (Ryan Coogler) — Available to rent

- I Am Not Your Negro (James Baldwin doc) — Available to rent or on Kanopy
- Just Mercy (Destin Daniel Cretton) — Available to rent
- King in the Wilderness — HBO
- Rosewood (John Singleton, 1997)
- The Hate U Give (George Tillman Jr.) — Hulu with Cinemax
- When They See Us (Ava DuVernay) — Netflix

#### **PODCASTS ABOUT RACISM:**

- [1619 \(New York Times\)\(https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html\)](https://www.nytimes.com/2020/01/23/podcasts/1619-podcast.html).
- [About Race\(https://www.showaboutrace.com/\)](https://www.showaboutrace.com/).
- [Code Switch \(NPR\)\(https://www.npr.org/sections/codeswitch/\)](https://www.npr.org/sections/codeswitch/).
- [Intersectionality Matters! hosted by Kimberlé Crenshaw\(https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908\)](https://podcasts.apple.com/us/podcast/intersectionality-matters/id1441348908).
- [Momentum: A Race Forward Podcast\(https://www.raceforward.org/media/podcast/momentum-race-forward-podcast\)](https://www.raceforward.org/media/podcast/momentum-race-forward-podcast).
- [Pod for the Cause \(from The Leadership Conference on Civil & Human Rights\)\(https://civilrights.org/podforthepeople/\)](https://civilrights.org/podforthepeople/).
- [Pod Save the People \(Crooked Media\)\(https://crooked.com/podcast-series/pod-save-the-people/\)](https://crooked.com/podcast-series/pod-save-the-people/).

#### **ARTICLES AND OTHER READINGS ABOUT RACISM:**

- [Ella Baker and the Black Freedom Movement \(Mentoring a New Generation of Activists\(https://drive.google.com/a/glaze0101.com/file/d/0By2bSlBi5sIDbXB2enJ0RzN6c3M/viewusp=sharing\)\)](https://drive.google.com/a/glaze0101.com/file/d/0By2bSlBi5sIDbXB2enJ0RzN6c3M/viewusp=sharing)
- [“My Life as an Undocumented Immigrant” by Jose Antonio Vargas | NYT Mag.\(June 22, 2011\)\(https://www.nytimes.com/2011/06/26/magazine/my-life-as-an-undocumented-immigrant.html\)](https://www.nytimes.com/2011/06/26/magazine/my-life-as-an-undocumented-immigrant.html)
- [The 1619 Project \(all the articles\) | The New York Times Magazine\(https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html\)](https://www.nytimes.com/interactive/2019/08/14/magazine/1619-america-slavery.html)
- [The Combahee River Collective Statement\(http://circuitous.org/scraps/combahee.html\)](http://circuitous.org/scraps/combahee.html)
- [“The Intersectionality Wars” by Jane Coaston | Vox \(May 28, 2019\)\(https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination\)](https://www.vox.com/the-highlight/2019/5/20/18542843/intersectionality-conservatism-law-race-gender-discrimination)

- [“Who Gets to Be Afraid in America?” by Dr. Ibram X. Kendi | Atlantic \(May 12, 2020\)](https://www.theatlantic.com/ideas/archive/2020/05/ahmaud-arbery/611539/)  
(<https://www.theatlantic.com/ideas/archive/2020/05/ahmaud-arbery/611539/>).

#### **BOOKS ABOUT RACISM:**

- [Black Feminist Thought](https://books.google.com/books/about/Black_Feminist_Thought.html?id=cdtYsU3zR14C)([https://books.google.com/books/about/Black\\_Feminist\\_Thought.html?id=cdtYsU3zR14C](https://books.google.com/books/about/Black_Feminist_Thought.html?id=cdtYsU3zR14C)) by Patricia Hill Collins
- [Eloquent Rage: A Black Feminist Discovers Her Superpower](https://read.macmillan.com/lp/eloquent-rage/)(<https://read.macmillan.com/lp/eloquent-rage/>) by Dr. Brittney Cooper
- [How to Be an Antiracist](https://www.ibramxkendi.com/how-to-be-an-antiracist-1)(<https://www.ibramxkendi.com/how-to-be-an-antiracist-1>) by Dr. Ibram X. Kendi
- [I Know Why the Caged Bird Sings](https://www.penguinrandomhouse.com/books/3924/i-know-why-the-caged-bird-sings-by-maya-angelou/)(<https://www.penguinrandomhouse.com/books/3924/i-know-why-the-caged-bird-sings-by-maya-angelou/>) by Maya Angelou
- [Just Mercy](https://justmercy.eji.org/)(<https://justmercy.eji.org/>) by Bryan Stevenson
- [Me and White Supremacy](http://laylafsaad.com/meandwhitesupremacy)(<http://laylafsaad.com/meandwhitesupremacy>) by Layla F. Saad
- [Raising Our Hands](https://www.jennaarnold.com/book)(<https://www.jennaarnold.com/book>) by Jenna Arnold
- [Redefining Realness](https://www.simonandschuster.com/books/Redefining-Realness/Janet-Mock/9781476709130)(<https://www.simonandschuster.com/books/Redefining-Realness/Janet-Mock/9781476709130>) by Janet Mock
- [Sister Outsider](https://www.penguinrandomhouse.com/books/198292/sister-outsider-by-audre-lorde/)(<https://www.penguinrandomhouse.com/books/198292/sister-outsider-by-audre-lorde/>) by Audre Lorde
- [So You Want to Talk about Race](https://www.sealpress.com/titles/ijeoma-oluo/so-you-want-to-talk-about-race/9781580056779/)(<https://www.sealpress.com/titles/ijeoma-oluo/so-you-want-to-talk-about-race/9781580056779/>) by Ijeoma Oluo
- [The New Jim Crow: Mass Incarceration in the Age of Colorblindness](https://newjimcrow.com/)  
(<https://newjimcrow.com/>)by Michelle Alexander
- [The Warmth of Other Suns](https://www.penguinrandomhouse.com/books/190696/the-warmth-of-other-suns-by-isabel-wilkerson/)(<https://www.penguinrandomhouse.com/books/190696/the-warmth-of-other-suns-by-isabel-wilkerson/>) by Isabel Wilkerson
- [This Bridge Called My Back: Writings by Radical Women of Color](https://www.sunypress.edu/p-6102-this-bridge-called-my-back-four.aspx)(<https://www.sunypress.edu/p-6102-this-bridge-called-my-back-four.aspx>) by Cherríe Moraga
- [When Affirmative Action Was White: An Untold History of Racial Inequality in Twentieth-Century America](https://books.google.com/books/about/When_Affirmative_Action_was_White.html?id=cfhneJPcD38C)([https://books.google.com/books/about/When\\_Affirmative\\_Action\\_was\\_White.html?id=cfhneJPcD38C](https://books.google.com/books/about/When_Affirmative_Action_was_White.html?id=cfhneJPcD38C)) by Ira Katznelson

#### **SPECIAL RESOURCES FOR PARENTS:**

- Books:

- [Coretta Scott King Book Award Winners: books for children and young adults](https://www.common sense media.org/lists/coretta-scott-king-book-award-winners)(<https://www.common sense media.org/lists/coretta-scott-king-book-award-winners>)
- Podcasts:
  - [Parenting Forward](https://podcasts.apple.com/us/podcast/parenting-forward/id1403686245?i=1000474951309) podcast episode ‘Five Pandemic Parenting Lessons with Cindy Wang Brandt’(<https://podcasts.apple.com/us/podcast/parenting-forward/id1403686245?i=1000474951309>)
  - [Fare of the Free Child](https://www.raisingfreepeople.com/podcast/) podcast(<https://www.raisingfreepeople.com/podcast/>)
- Articles:
  - [PBS’s Teaching Your Child About Black History Month](https://www.pbs.org/parents/thrive/teaching-your-child-about-black-history-month)(<https://www.pbs.org/parents/thrive/teaching-your-child-about-black-history-month>)
- Social media:
  - The Conscious Kid: follow them on [Instagram](https://www.instagram.com/theconsciouskid/)(<https://www.instagram.com/theconsciouskid/>) and consider signing up for their [Patreon](https://www.patreon.com/theconsciouskid)(<https://www.patreon.com/theconsciouskid>).

#### **ORGANIZATIONS TO FOLLOW ON SOCIAL MEDIA:**

- Antiracism Center: [Twitter](https://twitter.com/AntiracismCtr)(<https://twitter.com/AntiracismCtr>)
- Audre Lorde Project: [Twitter](https://twitter.com/audrelorde)(<https://twitter.com/audrelorde>) | [Instagram](https://www.instagram.com/audrelordeproject/)(<https://www.instagram.com/audrelordeproject/>) | [Facebook](https://www.facebook.com/AudreLordeProject/)(<https://www.facebook.com/AudreLordeProject/>)
- Black Women’s Blueprint: [Twitter](https://twitter.com/blackwomensbp)(<https://twitter.com/blackwomensbp>) | [Instagram](https://www.instagram.com/blackwomensblueprint/)(<https://www.instagram.com/blackwomensblueprint/>) | [Facebook](https://www.facebook.com/blackwomens.BWBNY/)(<https://www.facebook.com/blackwomens.BWBNY/>)
- Color Of Change: [Twitter](https://twitter.com/colorofchange)(<https://twitter.com/colorofchange>) | [Instagram](https://www.instagram.com/colorofchange/)(<https://www.instagram.com/colorofchange/>) | [Facebook](https://www.facebook.com/colorofchange)(<https://www.facebook.com/colorofchange>)
- Colorlines: [Twitter](https://twitter.com/Colorlines)(<https://twitter.com/Colorlines>) | [Instagram](https://www.instagram.com/colorlinesnews/)(<https://www.instagram.com/colorlinesnews/>) | [Facebook](https://www.facebook.com/colorlines)(<https://www.facebook.com/colorlines>)
- The Conscious Kid: [Twitter](https://twitter.com/consciouskidlib)(<https://twitter.com/consciouskidlib>) | [Instagram](https://www.instagram.com/theconsciouskid/)(<https://www.instagram.com/theconsciouskid/>) | [Facebook](https://www.facebook.com/theconsciouskid)(<https://www.facebook.com/theconsciouskid>)
- Equal Justice Initiative (EJI): [Twitter](https://twitter.com/eji_org)([https://twitter.com/eji\\_org](https://twitter.com/eji_org)) | [Instagram](https://www.instagram.com/eji_org/)([https://www.instagram.com/eji\\_org/](https://www.instagram.com/eji_org/)) | [Facebook](https://www.facebook.com/equaljusticeinitiative)(<https://www.facebook.com/equaljusticeinitiative>)
- Families Belong Together: [Twitter](https://twitter.com/fams2gether)(<https://twitter.com/fams2gether>) | [Instagram](https://www.instagram.com/fams2gether/)(<https://www.instagram.com/fams2gether/>) | [Facebook](https://www.facebook.com/fams2gether)(<https://www.facebook.com/fams2gether>)

- The Leadership Conference on Civil & Human Rights:  
[Twitter\(https://twitter.com/civilrightsorg\)](https://twitter.com/civilrightsorg) |  
[Instagram\(https://www.instagram.com/civilrightsorg/\)](https://www.instagram.com/civilrightsorg/) |  
[Facebook\(https://www.facebook.com/civilandhumanrights\)](https://www.facebook.com/civilandhumanrights)
- MPowerChange: [Twitter\(https://twitter.com/mpower\\_change\)](https://twitter.com/mpower_change) |  
[Instagram\(https://www.instagram.com/mpowerchange/\)](https://www.instagram.com/mpowerchange/) |  
[Facebook\(https://www.facebook.com/MPowerChange/\)](https://www.facebook.com/MPowerChange/)
- Muslim Girl: [Twitter\(https://twitter.com/muslimgirl\)](https://twitter.com/muslimgirl) |  
[Instagram\(https://instagram.com/muslimgirl\)](https://instagram.com/muslimgirl) |  
[Facebook\(https://www.facebook.com/muslimgirlarmy/\)](https://www.facebook.com/muslimgirlarmy/)
- NAACP: [Twitter\(https://twitter.com/NAACP\)](https://twitter.com/NAACP) |  
[Instagram\(https://www.instagram.com/naacp/\)](https://www.instagram.com/naacp/) |  
[Facebook\(https://www.facebook.com/naacp\)](https://www.facebook.com/naacp)
- National Domestic Workers Alliance: [Twitter\(https://twitter.com/domesticworkers\)](https://twitter.com/domesticworkers) |  
[Instagram\(https://instagram.com/domesticworkers\)](https://instagram.com/domesticworkers) |  
[Facebook\(https://www.facebook.com/nationaldomesticworkersalliance\)](https://www.facebook.com/nationaldomesticworkersalliance)
- RAICES: [Twitter\(https://twitter.com/RAICESTEXAS\)](https://twitter.com/RAICESTEXAS) |  
[Instagram\(https://www.instagram.com/raicestexas/\)](https://www.instagram.com/raicestexas/) |  
[Facebook\(https://www.facebook.com/raicestexas\)](https://www.facebook.com/raicestexas)
- Showing Up for Racial Justice (SURJ): [Twitter\(https://twitter.com/ShowUp4RJ\)](https://twitter.com/ShowUp4RJ) |  
[Instagram\(https://www.instagram.com/showingupforracialjustice/\)](https://www.instagram.com/showingupforracialjustice/) |  
[Facebook\(https://www.facebook.com/ShowingUpForRacialJustice\)](https://www.facebook.com/ShowingUpForRacialJustice)
- SisterSong: [Twitter\(https://twitter.com/SisterSong\\_WOC\)](https://twitter.com/SisterSong_WOC) |  
[Instagram\(https://www.instagram.com/SisterSong\\_WOC/\)](https://www.instagram.com/SisterSong_WOC/) |  
[Facebook\(https://www.facebook.com/SisterSongWOC\)](https://www.facebook.com/SisterSongWOC)
- United We Dream: [Twitter\(https://twitter.com/unitedwedream\)](https://twitter.com/unitedwedream) |  
[Instagram\(https://instagram.com/unitedwedream\)](https://instagram.com/unitedwedream) |  
[Facebook\(https://www.facebook.com/UnitedWeDream/\)](https://www.facebook.com/UnitedWeDream/)

#### **ADDITIONAL RESOURCES:**

- [Anti-Racism Project\(https://www.antiracismproject.org/resources\)](https://www.antiracismproject.org/resources)
- [Jenna Arnold's resources \(books and people to follow\). \(https://www.jennaarnold.com/resources\)](https://www.jennaarnold.com/resources)
- [Rachel Ricketts' anti-racism resources\(https://www.rachelricketts.com/antiracism-resources\)](https://www.rachelricketts.com/antiracism-resources)
- [Resources for White People to Learn and Talk About Race and Racism\(https://blog.fracturedatlas.org/resources-for-white-people-to-learn-and-talk-about-race-and-racism-5b207fff4fc7\)](https://blog.fracturedatlas.org/resources-for-white-people-to-learn-and-talk-about-race-and-racism-5b207fff4fc7)
- [Showing up for Racial Justice's educational toolkits\(https://www.showingupforracialjustice.org/resources.html\)](https://www.showingupforracialjustice.org/resources.html)

- [“Why is this happening?” — an introduction to police brutality from 100 Year Hoodie](https://www.100yearhoodie.com/why)(<https://www.100yearhoodie.com/why>).
  - [Zinn Education Project’s teaching materials](https://www.zinnedproject.org/materials/page/2/cond%5B0%5D=levels_str:Grades+PK-2&s=)([https://www.zinnedproject.org/materials/page/2/cond%5B0%5D=levels\\_str:Grades+PK-2&s=](https://www.zinnedproject.org/materials/page/2/cond%5B0%5D=levels_str:Grades+PK-2&s=)).
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