

Dear Millersville University School of Social Work Community,

Like you, we are sad and outraged at the events surrounding George Floyd's death, and our hearts go out to his family, friends, and community. We are also angry as unfortunately, racism, xenophobia, and police brutality are all too real in this country.

We cannot stop with just being sad and outraged, as social workers, we have an ethical role and responsibility to take action to address the injustices within this country and respond to them for what they are: human rights violations.

We share ways you can bring about change:

1. **Educate yourself.** Some **books** to consider, "How to be an Anti-Racist," by Ibram X. Kendi; "Me and White Supremacy: Combat Racism, Change the World, and Become a Good Ancestor," by Layla F. Saad; "I'm Still Here: Black Dignity in a World made for Whiteness," by Austin Channing Brown; "The Great Unlearn," by Rachel Cargle; "White Fragility: Why It's So Hard for White People to Talk About Racism," by Robin Diangelo.

Some **documentaries:** 13<sup>th</sup>, The Hate U Give, I Am Not Your Negro, Time: The Kalief Browder Story, The Central Park Five, When They See Us

2. **Listen** to others to understand.
3. **Ask questions** that come from a place of authentic learning to further your understanding.
4. **Engage in difficult conversations** about race, white privilege, systemic racism with family and friends. If you want to become trained in Intergroup Dialogue, visit: <https://igr.umich.edu/>
5. **Donate** to Black Lives Matter (<https://blacklivesmatter.com/>), Reclaim the Block (<https://www.reclaimtheblock.org/home>), and/or The Bail Project (<https://bailproject.org/>) and other organizations fighting for racial and ethnic justice.
6. **Get Involved** with your local chapters of Black Lives Matter and NAACP or other organizations that advocate for systemic change (e.g., Lancaster Stands Up).
7. **Organize** individuals to support the protests and uplift unheard voices.
8. **Support** black and ethnic owned businesses within your community. Here are online directories: <https://webuyblack.com/> <https://officialblackwallstreet.com/directory/>
9. **Petition** for justice for George Floyd, Ahmaud Arbery, and Breonna Taylor: <https://www.change.org/>

10. **Write your policy makers** and others in position of power to demand change (specify the change you are seeking). **Legislators at the local and state levels are just as important and influential as members of Congress.**
11. Be sure you are **registered to vote** and be sure to vote in each election as change at local and state level can only happen if you allow your voice be heard through your vote: <https://www.usa.gov/voting>
12. **Ask yourself** if you are being considerate, if what you are sharing is useful, and what can you do to help? Again, any advocacy and activism work must start with our own self-reflection and insight. Refer to educational resources, above.
13. **Check in** with those around you, look for networks local to you, and keep each other safe.
14. Be sure to **take breaks, ask for help, and be kind to yourself** as you begin or continue the journey to dismantle racist policies, practices, and institutions.

Social work is a profession rooted in activism. “Social Workers should engage in social and political action that seeks to ensure that all people have equal access to the resources, employment, services, and opportunities they require to meet their basic human needs and to develop fully” (NASW, 2018).

We must all act and act, immediately whenever there are acts of injustice and human rights violations. Join us in making a difference and working towards the dismantling of systemic racism within the institutions in our communities and beyond.

As social workers, we must **be true to our ethics** as we embark on this journey for creating positive change. Be committed to develop sustainable solutions to achieve our resolve for social, racial, economic, and political justice for all.

In Solidarity,  
Faculty and Staff of the School of Social Work at Millersville University