

# HCC PTA/PTSA CALL TO ACTION

## INTRODUCTION

The Hillsborough County Council PTA/PTSA created this for the HCCPTA Diversity, Equity and Inclusion committee specifically but each step can be adapted to your school, its interests and efforts, wherever you are. All links were valid as of publication September 23, 2020 , but events and responses to them are rapidly changing.

If you're like us, you've been appalled at the deaths of Black people at the hand of police officers across the country. These tragic moments highlight the consistent racial disparity and racism in most of our country's systems and institutions against Black people. From slavery to Jim Crow, from red lining to mass incarceration, from the justice system to the wealth gap, there is history and evidence to show our need, as a nation, as a people, and simply as parents, to address and ultimately end racism.

### What is anti-racism?

“Anti-racism is not simply being against racism. It is an active mission to eradicate racism in all of its forms to ensure BIPOC can live in an equal and free world. In other words, this isn't a spectator sport. It requires being loud, uncomfortable, confrontational and visible to ensure change is made.” Doyin Richards

BUT HOW? We have created a SEVEN STEP CALL TO ACTION to help our families embrace Inclusion, Diversity, Equity, and Antiracism (IDEA – an initiative dedicated to those goals). We're filling the gaps in our learning about racist systems in our country to transition from a position of passive non-racism to active antiracism.

PART 1 - CALL TO ACTION: READ. WATCH. LISTEN.

PART 2 - CALL TO ACTION: SPEAK UP. PROMOTE. PROTEST. PERSIST.

A word about how this has been organized. While this is available to everyone, this project has been curated by white & black parent volunteers. PART 1 is aimed at educating white people, and when possible amplifying and highlighting Black voices and organizations. PART 2 is directed at all parents, as we all can have a participatory role in how we move forward to shape the future for our children. We also made sure to separate content into family vs adult when appropriate.

For some, the information presented here will be familiar; for others, much of it may be brand new. Individually, we vary how much time and energy we can devote to educating ourselves and working for change. Whether you go through these resources slowly or dive in all at once, our hope is that our PTA/PTSA memberships and communities can become informed, transformed, effective, and organized. Let's do this together!

# PART I:

## CALL TO ACTION

### READ. WATCH. LISTEN.

#### 1 : READ

This might be the most important Day of Action. We have to start somewhere to educate ourselves and our families so that we can make informed decisions and engage in conscientious actions.

#### FAMILY ACTIVITIES:

Turns out, our kids have been aware of racism for AGES. Click [here](#) for a quick graphic of how soon humans start to process race. And another [here](#). [Here](#) are some quick steps to take if we notice that our child is racially biased.

Start with Epic. Our children should be familiar with this PPS software. Check out [Everyone is Equal, the kids book of Tolerance](#) or [What Makes Us Unique: A kids book of diversity](#), both geared towards the 4-8 age range.

Look at the Diversity, Equity, and Inclusion page on the HCCPTA website. Read four books from the [suggested reading lists for adults](#).

Check out the [Honoring Black Lives Virtual Picture Book Library](#), all with links to being read aloud and purchasing options, if your child has enjoyed the read aloud.

Look for More reading ideas from this compendium of over 60 [books list, including many options](#) for older children and young adults.

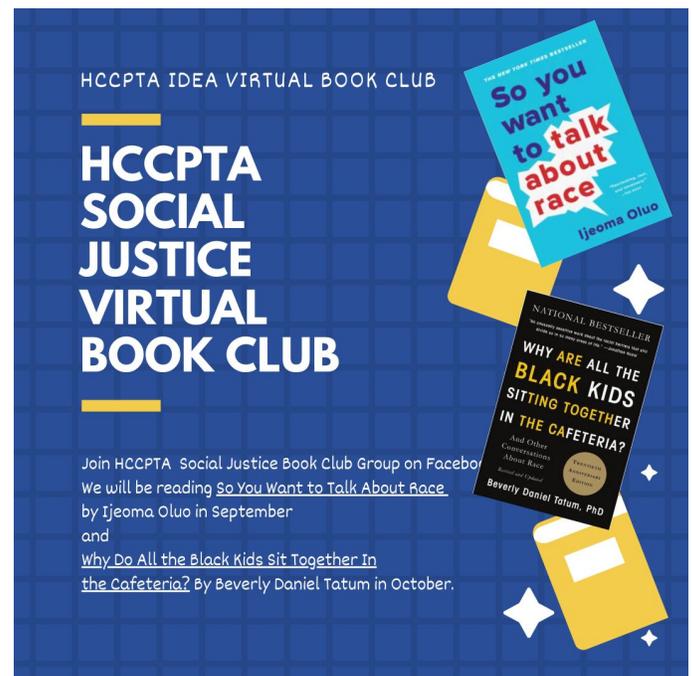
#### ADULT ACTIVITIES:

Learn about eight US history moments missing from most textbooks [here](#) and the ways that white people personally benefit from white supremacy [here](#). Get a free copy of the fantastic book *Me and White Supremacy* from the Hillsborough County Public Library Cooperative (HCPLC). Read it or listen to it and reflect. White people

(especially progressive white people) are responsible for what happens now. Get a book club started to read and reflect on the book as well.

Read [this](#) Time article.

Join HCCPTA Social Justice Book Club Group on Facebook. We will be reading [So You Want to Talk About Race](#) by Ijeoma Oluo in September and [Why Do All the Black Kids Sit Together at the Cafeteria?](#) In By Beverly Daniel Tatum in October. Join the group [HERE](#).



## 2. WATCH

Learn from watching some videos. TV is an easy way to sit back and learn. These age-appropriate videos will support our learning.

### FAMILY ACTIVITIES

Watch this now classic [video](#) demonstrating white privilege (for older children).

[21 anti-racist videos](#) to watch with your kids.

View this beautiful age-appropriate [discussion](#) about racism and the protests (for younger children).

Learn about [systemic racism](#) – a heavy and complex concept well explained through graphics and cartoons.

Sing Along with [Sam Cooke](#) and view images of protests in US history.

Educate middle school children with this 14-episode [PBS](#) broadcast series on the American Civil Rights movement (it requires you to make an account but it is currently free to watch this series).

### [Teaching Tolerance - Lessons on Race & Ethnicity](#)

These free lessons are designed to help teachers and schools educate children and youth to be active participants in a diverse democracy, but they are useful for families as well. Find lessons for all school-aged levels.

The infographic is a vertical rectangle with an orange background and a dark blue footer. It is divided into two columns by a vertical line. The left column is titled 'INCLUSIVE PARENTS' and the right column is titled 'ANTI-RACIST PARENTS'. Both titles are in white text on a dark blue banner. The left column contains four bullet points: 'Teach their kids that people matter more than skin color', 'Make sure their child's library is racially diverse', 'Share movies and shows featuring people of color with their kids', and 'Talk about privilege and what it means'. The right column contains four bullet points: 'Teach their kids that skin color deeply affects how people view us', 'Intentionally include books that go beyond slavery + the civil rights movement', 'Use media to point out examples of racism + stereotypes', and 'Give children contextual examples of their privilege, like being able to shop without being followed'. The footer contains the text '@curious.parenting' in white.

INCLUSIVE PARENTS	ANTI-RACIST PARENTS
• Teach their kids that people matter more than skin color	• Teach their kids that skin color deeply affects how people view us
• Make sure their child's library is racially diverse	• Intentionally include books that go beyond slavery + the civil rights movement
• Share movies and shows featuring people of color with their kids	• Use media to point out examples of racism + stereotypes
• Talk about privilege and what it means	• Give children contextual examples of their privilege, like being able to shop without being followed

@curious.parenting

### ADULT ACTIVITIES:

Understand your awakening's timing. Author Ijeoma Oluo of *So You Want to Talk About Race* has a [theory](#) on why white people are waking up to systemic racism now.

View this 50-minute interview of Ibram X Kendi, author of bestseller *How to Be an Antiracist* in this [TED Talk](#). Learn about the concept of being anti-racist as opposed to just not racist.

Listen to these powerful [heartfelt words](#) from young, Black activist and YA author Kimberly Jones. (NSFW: contains swearing).

Learn from Trevor Noah in [this](#) 18-minute explanation of the importance of anti-racist work.

Dig Deeper into [this](#) list of movies depicting racism in the US.

Enjoy the entertainment from [this](#) list of movies focused on black characters and actors.

Check this amazing resource for raising anti-racist children. [Tools to Raise an Anti-Racist Generation](#): An Evolving Collection of Resources, Expert Tips, Books, Videos, and Advocacy Tools

This is a working document for [scaffolding anti-racism resources](#). The goal is to facilitate growth for white folks to become allies, and eventually accomplices for anti-racist work. These resources have been ordered in an attempt to make them more accessible.

### 3. LISTEN

#### FAMILY ACTIVITIES

If you've done some watching and reading, perhaps you want to have more conversations with your children about race. This is a wonderful opportunity for you to engage and listen to your children as you help them navigate a really complex issue.

Engage in conversation with your family about race. [Here](#) is a HUGE resource of information to help you get started or guide you in furthering the discussion.

Listen to [this](#) podcast made for children that talks about racism and the protests.

Learn about a variety of topics including history, family, and education by listening to one or more of [these](#) podcast episodes.

Check out the [Anti-Racism Fight Club](#) as a family, there are sessions for adults and kids.

#### ADULT ACTIVITIES:

Learn how to talk about race with children by listening to [this](#) 20-minute Sesame Street podcast.

Learn about the 1619 Project launched in August, 2019, on the 400th anniversary of slavery in the US. [This](#) Pulitzer Prize winning project features poetry, short fiction, photos and a free seven-part audio series that seeks to educate us on how slavery has impacted life in the US today.

Grow in understanding from some of the most well-known BIPOC [podcasters](#).

Listen to some of the books recommended from Day 1 while commuting, doing the dishes or going for a run.

*"White supremacy won't die until white people see it as a white issue they need to solve rather than a Black issue they need to empathize with."*

- Dwayne Reed  
@TeachMrReed

# PART II:

# CALL TO ACTION

## SPEAK UP. PROMOTE. PROTEST. PERSIST.

### 1 : S P E A K U P

We have read, watched, listened, and learned. Now it is time to take that knowledge and wield it against those who uphold racist policy. We all have an opportunity, and some say a civic duty, to participate in the democracy around us. What do we care about? What needs to change?

#### FAMILY ACTIVITIES:

Introduce activism by learning from kiddo [activists](#) like 13-year-old Marley Dias, founder of #1000blackgirlbooks

Understand WHY kids should understand, engage and participate in activism with this TED talk article and video.

Do one of these [ten](#) kid accessible action items to engage in activism.

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#### ADULT ACTIVITIES:

Learn who represents us. Put your address into [www.commoncause.org](http://www.commoncause.org) to find a list of everyone who has been elected into office and who represents you. Each person has a contact page with phone number and email.

Here's some hyper local info:

##### Elected Officials:

Jane Castor – Mayor:

[Contact Mayor Jane Castor.](#)

(813-274-8251)

Sandra Murman – Commissioner  
District 1:

[Contact Sandra Murman](#)

(813-272-5470)

Ken Hagen– Commissioner District 2:

[Contact Ken Hagan](#)

(813-272-5452)

Lesley"Les"Miller Jr.– Commissioner District 3  
Chairman:

[Contact Lesley "Les" Miller Jr.](#)

(813-272-5720)

Stacey White – Commissioner District 4 Board  
Chaplain:

[Contact Stacey White](#)

(813-272-5740)

Mariella Smith Commissioner District 5:

Phone: 813-272-5725

[Contact Mariella Smith](#)

Countywide:

[Contact Your Commissioner](#)

(813-272-5725)

Pat Kemp Commissioner District 6  
Countywide:

[Contact Pat Kemp](#)(813-272-5730)

Kimberly Overman Commissioner District 7  
Countywide, Vice Chair

[Contact Kimberly Overman](#)

(813-272-5735)

City Council:

Gina Grimes – City Attorney:

[Contact Us - City Attorney](#)

(813-274-8996)

Joseph Citro : City Council District 1

[Joseph Citro, District 1](#)

(813-274-7072)

INCLUSION, DIVERSITY, EQUITY, ANTIRACISM  
(I.D.E.A.) INITIATIVE

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Charlie Miranda: City Council District 2

[Charlie Miranda, District 2](#)

(813-274-7074)

John Dingfelder: City Council District 3

[John Dingfelder, District 3](#)

(813-274-8133)

Bill Carlson: City Council District 4

[Bill Carlson, District 4](#)

(813-274-8134)

Orlando Gudes: City Council District 5

[Orlando Gudes, District 5](#)

(813-274-8189)

Guido Maniscalco: City Council District 6

[Guido Maniscalco - District 6](#)

(813-274-7071)

Luis Viera: City Council District 7

[Luis Viera, District 7](#)

(813-274-7073)

**Here is an example.**

Someone who wants to comment about the murder of XX calls the X County District Attorney, X, at ###-### and says: Hello my name is (insert name). I demand accountability for the racist murder of XX. I demand that you press charges against all of the officers involved in the incident including XX and XX. XX should be alive today and all cops involved must be held accountable for his murder in order to get justice for X family and to prevent

PLEASE NOTE: The police involved in the murder of Floyd have now all been charged and this is partly due to the consistent phone calls and outreach from the public. Let's make sure the same happens across the board.

Encourage people in your social and familial networks to speak up too!

Right now, while the police have been charged with George Floyd, justice awaits many more, so make the calls and send the emails for Breonna [Taylor](#) and Elijah [McClain](#).

*"Do the best you can until you know better.  
Then when you know better, do better."  
- Maya Angelou*

Learn about defunding the police and what that means [here](#).  
Learn more about police budgets [here](#) and [here](#).

Contact an official. Like the adage about a tree falling in the woods, if we call a Senator and leave a message, did we even call? The answer is DEFINITELY YES. Read more [here](#). From banning the use of tear gas on protesters to removing police officers from HCPS schools, changes are happening, and we have a say.

Now, some tips:

We won't actually speak to the person we call, but we CAN leave a message with an aide who WILL record a note so as to indicate the public's interest in any given topic.

Create a script. It should include just a few sentences – names, that we are constituents and the issue we care about. The whole call should take less than 2 minutes.

## 5. PROMOTE

This action and guide is entirely geared towards adults. Time to spread the word with your likes, clicks and dollars. It's about promoting BIPOC businesses and using your money to make a statement of support.

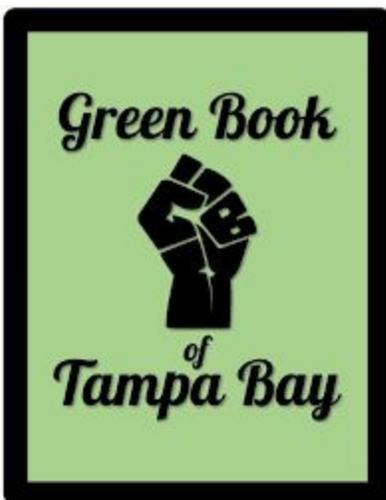
First, read "How to Financially Support Black Lives Matter if You Can't Donate [Money](#)."

If you do have some money, read about buying Black. This older article offers a few solid [reasons](#) why, while this explains how the [system](#) is set up against Black businesses.

Four Black entrepreneurs discuss how to support Black-owned [businesses](#). On a national level, Beyoncé just launched a [directory](#) for Black owned businesses. On a local level, you can support black-owned businesses right here in Tampa Bay using this [directory](#).

Now, settle in and start cruising the 'gram. The hashtag [#supportBlackbusiness](#) will help you find even more businesses to support, while following one of [these 14 amazing Black women](#) on Instagram will leave you motivated and inspired

Join [HCCPTA GirlTrek](#) Meet-ups monthly and consider starting your own GirlTrek meet-ups in your local PTA/PTSA community to encourage black women & girls to get moving. Become part of the GirlTrek movement [HERE](#) and learn more about their mission and why it is so important.



## 6. PROTEST

For this section, all information is geared towards adults, so you can choose the level of inclusion and appropriateness for your family.

Wondering what has been accomplished? Be [awestruck](#) by this summary of the accomplishments and changes through protest and dissent.

If you are losing steam, get re-inspired with this [BLM video](#).

### PROTEST:

Locally, you can show up at any of these local BLM [events](#) to voice your support for the movement.

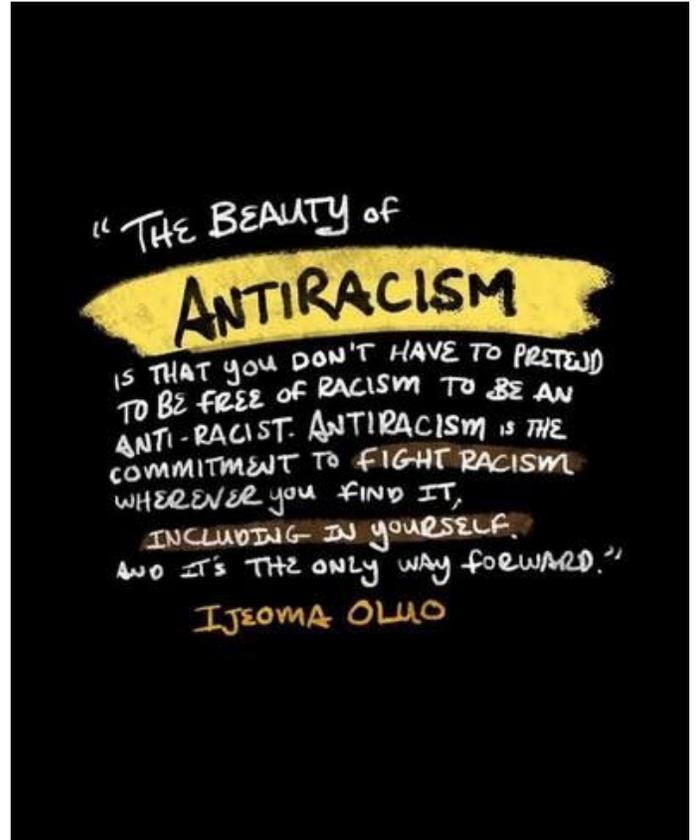
### SUPPORT PROTESTERS:

If you don't feel up to joining the protests, you can support the protesters themselves! Creating prepackaged snacks and bringing water to protests can greatly assist the cause.

[Ways to Help](#) the Black Lives Matter Movement through

We can help [bail out](#) the protesters who get arrested.

Thinking long term, our children can get involved with the youth led [Florida Student Power](#) for social justice. Check out their active [Facebook page](#).



## 7. PERSIST

Don't let the momentum stop. This document provides tons of resources but we must continue the endeavor of fighting racism. Watch, Listen, Speak Up, Promote but the work lies in the Persistence in which we do these things.

### **We must continue the journey to fight racism.**

Check out [Overhaul of Advocacy](#) which is an ever-changing database created to cut through the noise and get to the Black voices that should be centered. Their purpose is to include as many Black voices as possible, including LGBTQIA+ leaders, leaders with disabilities, leaders in the medical and mental health fields and more.

[GUIDE TO ALLYSHIP](#) An open source starter guide to help you become a more thoughtful and effective ally.

Join the [Hillsborough County Council PTA/PTSA Advocacy Group](#) – We can always use more volunteers, more diverse perspectives, and varied skill sets. We need to work collectively and collaboratively to ensure our schools provide a safe, supportive environment, an equitable education, and a foundation for the future.

And then start all over again. Persist.



INCLUSION, DIVERSITY, EQUITY, ANTIRACISM  
(I.D.E.A.) INITIATIVE

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