



## ABS Stands with the Black Community

Dear Colleagues,

It has been with profound sadness that we struggle to fully comprehend the systemic violence and the actions that led to the brutal homicide of George Floyd this week. George Floyd, Ahmaud Arbery, and Breonna Taylor are now part of the long list of Black victims of racially motivated murder and violence in the United States. We will continue to say their names - together we can ensure that they are not forgotten.

The Animal Behavior Society stands in solidarity with the Black community and acknowledges the pain and outrage that our community is feeling. The continuing brutality and the harassment of Black people is unacceptable. We condemn words and acts of brutality and harassment against Black people, and by extension all communities of color, including by police, people in power, as well as systemic racism. We acknowledge this is now occurring against the added backdrop of the global COVID-19 pandemic, which has disproportionately impacted our Black communities.

We recognize that for some of us, this is very personal; although the grief, sadness and loss is both profound and shared. We call on our members to challenge racism in all its forms and push for authentic structural change – to paraphrase Dr. Angela Davis, it is not enough to be simply “non-racist” - we must be anti-racist.

The Animal Behavior Society is a place to change systems that perpetuate injustice and racism, and advance causes that champion diversity, inclusion, equity and justice. Every day we must reflect on this commitment, to ensure it is more than a pledge. We need to do more to look at our own practices, cultivate a culture to combat systemic racism, and support our Black communities. The Animal Behavior Society must share in the responsibility of bringing change because our words of support are hollow without action. Thus, we pledge as a society to contribute to bringing about lasting change by amplifying the voices of underrepresented members of our society, by supporting programs that bring much needed diversity and representation into our Society at all levels, and by inviting the discussion of critical perspectives that question the structure of the Academy. To do so, we will start by implementing a three-year plan to meet these challenges. It is not the responsibility of our Black, Brown, Latinx/Hispanic, Indigenous, LGBTQIA+ and other underrepresented members to shoulder the burden of change. We all need to participate. The ABS Executive Committee welcomes dialogue and input into constructive steps for our society.

These are challenging times, particularly for our Black colleagues and trainees. Please know you are valued, and we are here for you. This will not be the last time you hear from us.

### Resources:

#### Links to support recent victims, their families, and protesters:

- Black Lives Matter: [https://secure.actblue.com/donate/ms\\_blm\\_homepage\\_2019](https://secure.actblue.com/donate/ms_blm_homepage_2019)
- NAACP Legal Defense Fund:  
[https://org2.salsalabs.com/o/6857/p/salsa/donation/common/public/?donate\\_page\\_KEY=15780&qa=2.209233111.496632409.1590767838-1184367471.1590767838](https://org2.salsalabs.com/o/6857/p/salsa/donation/common/public/?donate_page_KEY=15780&qa=2.209233111.496632409.1590767838-1184367471.1590767838)
- ACLU: <https://www.aclu.org/>

#### Links with information about how to take action as allies and citizens:

- Black Lives Matter: <https://blacklivesmatters.carrd.co/>
- [Link to a template for writing to legislators:](#)
- [And to identify your state representative:](#)
- <https://www.commoncause.org/find-your-representative/addr/>

#### Resources that provide perspectives, information, and tools against racial violence and systemic racism:

- <https://www.racialequitytools.org/resourcefiles/kivel3.pdf>
- <https://www.dismantlecollective.org/resources/>
- [“26 Ways to be in the Struggle Beyond the Streets”](#)
- <https://www.sciencedirect.com/science/article/abs/pii/S0003347220300890?via%3Dihub>
- <https://www.splcenter.org/news/2020/06/01/authoritarian-state-or-inclusive-democracy-21-things-we-can-do-right-now>
- [#BlackBirdersWeek #BlackInNature #BlackAFinSTEM](#)