



Mentoring & Coaching Monthly

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In This Issue

Welcome back to the June 2020 issue of Mentoring & Coaching Monthly. We will be discussing the emergence of activism in 2020 and safety precautions while protesting.

Read about the #Strike4BlackLives and learn how to be a part of this movement that attempts to tear down a dysfunctional system that pollutes our society.

Also, join us in celebrating Juneteenth and learn about the cultural tradition that began in Texas. Participate in the Anti-Racism Training and become an effective ally against prejudice.

Editor's Letter



Welcome back to Mentoring & Coaching Monthly for our June issue! Change is in the air for 2020 with COVID-19, virtual classrooms, and the Black Lives Matter Movement.

In this edition, we invite you to take an active approach against racism. Educate yourself, join the protests safely, and become an ally of our black communities

in their fight against prejudice. Follow in the LGBTQ+ Community's steps and advocate for populations experiencing bounded racism. June is PRIDE month, and the LGBTQ+ Community is promoting resources dedicated to their black LGTBQ+ peers.

Thank you for joining us in your June 2020, newsletter and we will have more of the latest information in the world of mentoring next month. We hope you are educating yourself and safely protesting during these changing times!



Racism from Impossible to I'm Possible

The more overwhelming a task seems, the more likely we are to procrastinate. Racism is a systemic problem that seems impossible to change, but we must not procrastinate. Dr. Phillip Atiba Goff believes that if we look at racism from a new angle and give it a new meaning, the impossible will be possible.

Dr. Goff suggests that racism is not just an emotional problem but a group of behaviors and, therefore, we can adapt and change our actions. Confronting police brutality with reform, bringing attention to their wrongdoings, and holding the police accountable for their actions are just examples of actions that will lead to the desired outcomes. He recommends using CompStat, the crime monitoring system, to document the frequency and types of crimes, and statistical data not only to report but also to forecast the incidence of police excessive force. This data would help the police and lawmakers understand what is happening, implement evidence-based strategies, reduce police brutality, and hold people accountable for their actions. Notably, we would start the system's rehabilitation by recognizing the instances in which force is used unnecessarily.

Dr. Goff believes these statistics will hold the police accountable for their future actions, making communities safer. As a society, we will be able to pave a path for much-needed change. We need to stop seeing the problem as unsolvable and stop procrastinating; change is attainable through this different perspective.

[Watch His Ted Talk Here](#)

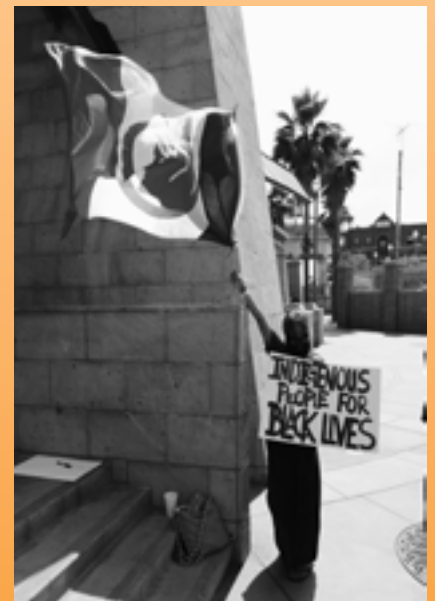


South Korean's Supporting Black Lives Matter



Racism is not a one country occurrence; instead, it is a worldwide epidemic that we all must fight. The Black Lives Matter movement is expanding to the international community; protests are erupting around the world, creating global awareness of the injustices that blacks and minorities face, even in homogenous countries such as South Korea. Recently, more than 100 people in Seoul protested the killing of George Floyd and denounced racial discrimination against their immigrant communities.

Notably, in a country where only five percent of the overly homogeneous population is of foreign nationality, seventy percent of them report direct discrimination because of their race. Protests and demonstrations are showing a shift in their culture. According to Shim Ji-hoon, a protest organizer, South-Koreans are beginning to disapprove of racist phrases and having difficult conversations with those closest to them about productive ways to stop discrimination. Shim believes that if South-Koreans start to recognize their prejudice bias, they can evade the record of hate crimes and police brutality seen in America. Racism is an international issue, and change requires a worldwide effort. Through protests in South Korea, London, Australia, and America, we see people joining against racism, regardless of nationality.



[Read the Article Here](#)

LGBTQ+ Community Supports

Black Lives Matter

Injustice, discrimination, and anger have affected the lives of the LGBTQ+ Community. As unimaginable as this may be, the rate of discrimination is even higher for black and minority members. The QTPOC Liberation encouraged the LGBTQ+ Community to use the 2020 Pride Celebration as a moment of change in support of the Black Lives Matter Movement. As such, the community is opening its arms and requesting its members to assist black members, explicitly, the black transgender and queer people. Setting a united front, the members of the community will fight against racial injustices.



QTPOC Liberation is urging everyone to TALK about racial discrimination and oppression. They call us to FOCUS on providing resources and support toward the black queer and transgender groups. The community plans to SHOW their support for associations steered toward protecting the lives of queer and transgender people of color. Last but not least, they invite everyone to FIGHT for the liberation of populations with bounded struggles.

According to QTPOC Liberation, both groups struggle when the world loses a black life to the police in the USA. In 2013 alone, sixty-four percent of all hate crimes in the nation were against black transgender women; moreover, the average life expectancy for a black transgender woman is only thirty-five years. Today, the world is missing Mia Henderson, Islan Nettles, Kandy Hall, Yaz'min Shancez, Tiffany Edwards, Ashley Sherman, Deshawnda Sanchez, Eyricka Morgan, and an unbelievable amount of other black queer and transgender people due to hate crimes. Say their names, think about the families and communities they left behind. Each one of them will never make a new memory, have another laugh, see their family again. Help and support these communities in their fight against fundamental prejudice.

[Read About it Here](#)

[Show Support Here](#)

#Strike4BlackLives

On Wednesday, June 10, 2020, the Black Lives Matter Movement expanded into the academic field and raised dissent in the STEM fields and classrooms. On this date, the Mentoring Institute joined the call from the National Research Mentoring Network and particlesforjustice.com for a #Strike4BlackLives, #ShutDownSTEM, and #ShutDownAcademia to bring awareness to eradicate anti-Black racism in higher education and STEM.

The black community faces racism in all occupations, settings, and situations, leading to the loss of precious lives. These include the tragic deaths of Tony McDade, Breonna Taylor, Regis Korchinski-Paquet, George Floyd, Ahmaud Arbery, and many more. The strike encouraged STEM operations to pause, giving its black members, non-black people of color, and Indigenous allies a day to rest and heal. During the strike, we must individually recognize our responsibility as a whole and amongst ourselves in this war against anti-blackness.

Despite the unfair and unjust academic world, the black community has slowly increased its presence by hurtling the obstacles littering the uneven playing field. However, we must use our privilege to destroy the black community's fundamental obstacles to enter, succeed, and flourish in the STEM fields. We support our black scientists by building an understanding of structural racism in STEM and beyond as the first step in taking action and solving it.

[Read the Full Article Here](#)

[Additional Resources are Here](#)



Celebrate Juneteenth

According to Henry Louis Gates Jr., the Juneteenth celebration began on June 19, 1866, to recognize the emancipation of slaves taking place in Texas the year before. The celebration rapidly led to a congregation of slaves recently set free, and those who had lost track of family members during their period of enslavement. As family members began to reconnect with their loved ones, the gatherings turned from a pure celebration of their freedom to one of reconnection.

Gates expresses that each year, the celebration evolved from a moment of reconnection to a cultural tradition. Families celebrated the day by recreating traditional cuisines, reading the Emancipation Proclamation, sharing new traditions, and nurturing the soil for racial progress. As attendees migrated across the country, stories of the celebration slowly blossomed like flowers in spring from the heart of Texas.

Nonetheless, Gates writes, the progress initiated by Juneteenth was masked every day by segregation laws and censorship; black people could not truly celebrate freedom in a country that continuously treated them as second-hand citizens. One-hundred years after its inauguration, Dr. King's family and friends used the date of this celebration to cease the Poor People's March and remind the country of the importance of June 19. Ten years after the Poor People's March in 1979, Juneteenth finally became an official Texan holiday. Since then, forty-one other states have followed in Texas' lead. Organizations such as the National Juneteenth Observance Foundation work to promote the celebration to the rest of the nation.



[Read the Full Article Here](#)

Anti-Racism Training

Get educated! Anti-racism training available at the Diversity and Resiliency Institute of El Paso. It is online and nationwide, plus it is free for students and the general public from May 20, 2020, to June 30, 2020. The training contains three modules lasting two hours each. The main objective is to inform, open conversations, encourage reflection, and explain how to become an active ally.

The first module of this training defines anti-racism, focusing on historical events, systematic structures, and the philosophy of white privilege. Each subject contains subcategories that explore societal norms, pigeonholes, prejudice, and their impact in morphing the lenses from which we perceive reality. The second module encourages participants to reflect on their own experiences about personal prejudice, white supremacy, and biases. These difficult yet meaningful conversations allow attendees to self-reflect and become aware of times in which they have consciously or subconsciously acted in a discriminatory manner. Finally, the third module explains how to become an active ally and describes the multi-situational decision-making process.

This training is essential, but not easy. Each module allows viewers to become aware of subconscious biases. Taking the step to recognize personal assumptions and actively working to change them is a rewarding process of learning and growth in the path for advocacy and alliance.

[Sign Up Here](#)



Safely Protesting

This summer, many events inspired people from different backgrounds to join together and protest against their friends' and neighbors' oppression. We believe everyone has the right to stand up for a cause. Let your voice be heard and share your position safely by creating a flexible plan and being informed. If you are planning to attend a protest, do so safely.

[Learn About it Here](#)