Ending Racism / Colonialism / Systemic Oppression: Resource Guide

Ongoing

Generated November 26, 2026 · 26 open facilities · closed facilities are not listed · call before you go: details change quickly

AZ

K'é Infoshop / Linktree / Taalaa Hooghan Infoshop / The Red Nation Mutual Aid – Land Ownership

Volunteer Camp · Open

AZ

Web keinfoshop.org/donate/?fbclid=IwAR1z2XQCsuhLYmHVohsS4L2yL-RI9DKJU4zYc4FR5yau8FcvjY4cU4rN1Ms
Service Temporary

from the website:

From May through August 2020, we were leased a house by a large Navajo housing entity, some might say it's an authority. It was great! We had space to store, package, and deliver food and other critical items to hundreds of Diné families and thousands of relatives within Diné territory. We planted a garden, a source of comfort and peace for us, we were on a roll. Then for whatever reason, this authority decided to lick federal boots and didn't renew our lease. THEN they destroyed our Da'ah'keeh/corn field, which is like ripping a baby from its mother. We don't mind the lease not being renewed, more opportunities for us, but the destruction of the Da'ah'keeh shocked us into realizing how precarious our abilities to live autonomously are in the hands of inhuman institutions. Help us raise $75,000 to begin our first stage of a long held dream of building an off-grid commune.

We are still providing mutual aid, but have slowed down due to the size of our cozy Infoshop, which we pay rent for to a fucking oil company!

Now is probably the best shot we have at raising enough funds. Our first tier goal is $75,000 to purchase materials and tools needed to build our mobile off-grid infoshop. Second tier is $250,000 to buy back stolen land near a bordertown and restore kinship with it. The first-tier is our immediate priority to ramp up our mutual aid efforts again.

There are grants available for this, we don't want to apply for them because we must maintain our autonomy and ability to serve our relatives directly without any branding or parachuting, which are against our organizing principals. Help us continue to evolve our infoshop from a small radical community center to a model of how it may be done throughout Indigenous territories.

We are are not a non-profit but have a fiscal sponsor who can accept tax-deductible donations on our behalf by clicking this link:

COVID-19 Mutual Aid
K'é Infoshop will be partnering with the following organizations to build an autonomous yet effective distribution system to provide food and other essential items to families affected by the COVID-19 pandemic:

– Linktree of Indigenous Mutual Aid Groups
http://linktr.ee/keinfoshop

– Taalaa Hooghan Infoshop – Donation Page
http://www.indigenousaction.org/

– The Red Nation – Donation Page
http://therednation.org/

Why is the Navajo Nation hit hard by COVID-19?
Only 60% of households within the Navajo reservation have running water, the remaining 40% must haul water many miles for their families and livestock. Resource extraction and exploitation have depleted much of our direct water sources (aquifers, natural springs, rivers, lakes, etc.) and devastated our watersheds (e.g. irradiated from over 500 abandoned uranium mines). The lives, lands, and natural rights of Diné and Hopi people have been sacrificed so the capitalist economy of the Southwest U.S. may thrive. Without coal mined from Dzixl Yizhiin (Black Mesa, Arizona) by Diné and Hopi people to power the Central Arizona Project canal system, settlements known as Phoenix, Los Angeles, Las Vegas, and other abominably unnatural metropolises in the Southwest would not exist.

The Navajo Nation reservation/interment camp is about 27,000 square miles in size with only 13 grocery stores to feed over 244,000 people. There are also 10 continously understaffed, underequipped, and underfunded hospitals within the Navajo Nation. Almost one-third of homes within the Navajo Nation lack electricity, internet, and cell services. Most of these same households live on 10 gallons of water a day, whereas the average American home uses 100 gallons. The socio-economic conditions of life on a reservation exacerbates the high mortality rate of diseases among Indigenous people due to extremely limited access to clean water, unpolluted land, and fresh organic foods. The crumbling infrastructure of roads, pipes, and communication makes the situation ripe for a pandemic breakout.

All Indigenous nations have been subjected to the same abuse and immiseration created by U.S. policies to deny Indigenous people their ability to truly determine their own futures. By outsourcing our kinship to inhuman structures, we have erased any semblance of self-determination for the false promises of peace. This does not mean we are looking to "go back" to pre-contact

with European settlers, we are striving to recenter our purpose of upholding healthy and dignified lives for all based on kinship with human and non–human relatives.

We demand an end to capitalism and its failures. COVID–19 is a wave of injustice & genocide for all poor, displaced, & dispossessed people.

*To understand more about the geo–politics of the Diné and Hopi, please visit this link: http://www.indigenousaction.org/geopolitics–of–the–navajo–hopi–land–dispute–zine/

How does K'é Infoshop organize?

Our organizing principals are guided by the Diné philosophy of "K'é Hasin", the presence of Kinship and Everlasting Hope. Let's not fool ourselves into romantic visions of survival, instead we must bind our futures together for total liberation. If we have to lean on our ancestors for anything, it is that they prayed for Life and not death. Not just for Diné people but for all relatives above and below the surface.

Do not grieve for the world as it was before. Be guided by the flames of hope from millions of humble people of the Earth organizing mutual aid and direct support. Don't let these fires die alone, let us bring them together to create a new dawn of revolution.

We know many of you are afraid because our futures have been held hostage by the rich and imperialist classes for so long. This uncertainty is a consequence of incessant abuse and humiliation caused by the monsters known as Capitalism, Colonialism, Racism, and Patriarchy; all four are enemies of the Diné. Slay these monsters with us!

K'é Bei Nihi Dziil – Through Kinship We Are Strong.
Campaigns: 2020/2021 Pandemic, Coronavirus/COVID–19; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Economic Solidarity and Cooperativism; Ending Extreme Poverty; Ending Racism / Colonialism / Systemic Oppression; Environmental Sustainability; First Nations / Native Americans; Homelessness Relief Services; Indigenous Mutual Aid; New "Business" Models; Social Activists/Organizers; Social Change Initiative
Updated Oct 14, 2026 · https://reliefdb.org/shelters/10397

DC

Sanctuary DMV [Migrant solidarity network / rights advocacy / ICE detention fund]

Volunteer Camp · Open

DC
Web t.co/ftZopz3eGn
Service Temporary

Migrant rights advocacy
Migrant support
ICE detention fund

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Human Rights; Advocacy, Migrants/Immigrant, Legal Services; Advocacy, Migrants/Immigrant Workers
Campaigns: Economic Solidarity and Cooperativism; Ending Racism / Colonialism / Systemic Oppression
Updated Dec 29, 2022 · https://reliefdb.org/shelters/10547

GA

Stop Cop City [defend the Weelaunee forest, stop militarization of police]

Volunteer Camp · Open

Atlanta, GA
Web www.stopcopcitysolidarity.org
Service Temporary

from the website:

The Atlanta Police Foundation, corporations, and local officials are trying to destroy hundreds of acres of the Weelaunee Forest to build a massive police training compound. The compound would train cops from around the world in militarized police tactics.

On January 18th, police murdered forest defender Tortuguita who had been organizing tirelessly to #StopCopCity.

Cop City must be stopped.

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Environmental; Advocacy, Environmental, Land Preservation; Advocacy, Environmental, Wildlife; Advocacy, Social Justice; Education, Cultural; Education, Food Soveriegnty; Education, Soveriegnty; Education, Traditional Ways; New "business" models, Food Production/Distribution; New "business" models, Sustainable Societies; Training * (ANY/ALL Types of Instruction)
Campaigns: Agaric Technology Collective, a worker–owned cooperative [Co–op]; Economic Solidarity and Cooperativism; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; Environmental Sustainability; New "Business"

Models
Updated Mar 17, 2023 · https://reliefdb.org/shelters/10562

MA

Boston Public Schools Office of Opportunity Gaps [identifying and rectifying inequitable gaps in curriculum/programs]

School · Open

Boston, MA
Web bpsog.drutopia.org
Service Temporary

Welcome to the Office of Opportunity Gaps. Our mission is to help build capacity and provide the vision, innovations and supports the district and its individual schools need to foster opportunities for marginalized students (Black, Latino, ELL, students with disabilities, economically disadvantaged) to flourish and close gaps in proficiency across all areas of their education.

Eliminating gaps in opportunity is not only a moral imperative but also vitally important for the survival and future success of our democratic, pluralistic society.

Who We Are

We are a passionate team that intentionally and unapologetically pushes for change to the interface between our school district and historically marginalized populations. Through our programs, initiatives, professional development, and systemic work, we attempt to mitigate, deconstruct, and reverse structural and cultural inequities. We engage all layers of the system and believe that opportunity gaps are ecological and multifaceted problems that require engagement with all the stakeholders of BPS.

Services offered: Information Resource, Constitutional Rights; New "Business" Models, Education; School * (ANY/ALL Types)
Campaigns: Agaric Technology Collective, a worker–owned cooperative [Co–op]; Economic Solidarity and Cooperativism; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; Government, City/Town Agency; Social Change Initiative
Updated Jun 23, 2023 · https://reliefdb.org/shelters/10402

Don't Call The Police [Mutual Aid resources for alternatives to 911]

Info/Hotline · Open

Boston, MA
Web dontcallthepolice.com/boston
Service Temporary

see list of resources and map at the link
Campaigns: Don't Call The Police.com; Economic Solidarity and Cooperativism; Ending Racism / Colonialism / Systemic Oppression; Social Activists/Organizers
Updated Apr 22, 2021 · https://reliefdb.org/shelters/10424

Enough Abuse, Lowell Mass resources [child abuse, emergency services]

Info/Hotline

Lowell, MA
Web www.enoughabuse.org/states/massachusetts/greater–lowell/4–communities/communities/42–421–greater–lowell–resources.html
Service Temporary

Look for updates at the website above

Greater Lowell Local Resources
Asian Task Force Against Domestic Violence

P.O. Box 7259, Lowell, MA 01853
978–454–3651, Hotline: 617–338–2355

Our mission is to prevent domestic violence in Asian families and communities and to provide hope to survivors. For referrals and more information, contact: Dahvy Tran, Education & Outreach Coordinator at 978–454–3651 x252

Massachusetts Department of Children and Families (DCF)
33 East Merrimack Street, Lowell, MA 01852
978–275–6800, Fax: 978–452–5896, 9AM - 5 PM

Child–At–Risk Hotline:
800–792–5200 (After Hours and Weekends)

The Department of Children and Families (DCF) is the Massachusetts state agency charged with the responsibility of protecting children from child abuse and neglect. The Department determines (based upon the initial report) if an emergency situation exists and if workers should be sent out immediately; or if the allegations are not of an emergency nature, at which point the Department

conducts an investigation into the allegations. After its investigation, the Department decides what, if any, services the family needs.

Mental Health Association of Greater Lowell – FOCUS Program

For referrals, please contact us at 978–458–6282 with questions about the program or qualifications.

Email the FOCUS Program

FOCUS, a program of the Mental Health Association of Greater Lowell, Inc., is funded through two grants under the Massachusetts Office for Victim Assistance (MOVA): the Victims of Crime Act (VOCA) and Drunk Driving Trust Fund (DDTF) grants. The VOCA grant allows us to serve victims of violent crimes, while the DDTF grant allows us to serve those who have been affected by drunken driving crashes. FOCUS clinicians and case managers specialize in trauma/crisis work to help empower survivors to regain control of their lives. Case Managers/Advocates are available to help clients navigate through the systems and resources available to them. All of our services are completely free and confidential and available in English, Spanish and Khmer.
Health Education Services (HES) Emergency Crisis Team

391 Varnum Ave., Lowell MA 01854
978–322–5120, Fax: 978–322–5134
Contact: Beth Shapiro, LMHC Director or Cathy Richardson–Brown, LICSW MCI Manager

HES is the provider of Emergency Crisis Evaluations for Adults and Children. Our goal is to reduce the use of emergency rooms for psychiatric evaluations. We will provide emergency psychiatric evaluations in the community or at our location. We are available 7 days a week. We offer mobile assessments for children 24 hours a day and for adults between 8am to 8pm.

Mobile Crisis Intervention services are available for children who have Mass Health and who are in psychiatric crisis. After the initial assessment, we can provide crisis counseling, case management, referrals, and support to the child and his/her family for up to 72 hours. The goals of this service are to provide assessments to children in their natural environment and to reduce the number of inpatient psychiatric admissions.

Payment/eligibility: HES evaluates people regardless of insurance. The Mobile Crisis Intervention is only available for Mass Health consumers.

Lawrence General Hospital
1 General Street, Lawrence, MA 01842
978–683–4000

Sexual Assault Nurse Examiner (SANE) Services 24/7 at the Emergency Center, call 978–683–4000 x 2500
Scheduling Pediatric exams for non acute cases, call 978–683–4000 x 2030

Lowell Community Health Center
17 Warren Street, Lowell, MA 01852 and
585–597 Merrimack Street, Lowell, MA 01854
978–937–9700

Our mission is to provide caring, quality and culturally appropriate health services to the people of Greater Lowell regardless of their financial status. We are committed to enhancing the health of our community and to empowering each individual to maximize overall well–being. We offer Adult Medicine, Behavioral Health Services (Inpatient and Outpatient), Community Outreach, HIV/Aids Services, Pediatric Medicine, Prenatal Services and Family Practice, and Women's Services and Family Planning.

Payment: The Health Center accepts many forms of insurance including HMOs and private insurance. We also accept cash, checks and credit cards. Services are available on a sliding fee scale for those unable to use insurance. Health Benefits Counselors can help obtain insurance coverage. No one will be denied access to care because of inability to pay.

Lowell Community Health Center/Metta Health Center
135 Jackson Street, Lowell, MA 01852
978–441–1700
www.lchealth.org/Metta.shtml

Metta Health Center, which is operated by Lowell Community Health Center, addresses the medical and behavioral health needs of the Cambodians and Laotians of all ages in the Lowell area. Services are provided by experienced Cambodian and Laotian staff members with many years of community service, as well as by experienced and culturally–sensitive western providers. Health and wellness services include Primary Medical Care, Behavioral Health Services, Traditional Healing Advice, Acupuncture and Massage Therapy, Meditation, Social Services and Referrals, and Domestic Violence and Sexual Assault Advocacy and Case Management.

Payment: The Health Center accepts many forms of insurance including HMOs and private insurance. We also accept cash, checks and credit cards. Services are available on a sliding fee scale for those unable to use insurance. Health Benefits Counselors can help obtain insurance coverage. No one will be denied access to care because of inability to pay.

Lowell General Hospital, Emergency Department
295 Varnum Avenue, Lowell, MA 01854
978-937-6161
Contact: Suzanne Forte, BSN, BA, RN, EMT-B

Lowell General Hospital Emergency Department provides service to victims of sexual assault, including emergency medical care, crisis management, and referrals to community resources. Walk-in service.

Lowell Treatment Center Community Services
391 Varnum Ave, 2nd Floor, Lowell, MA 01854
800-727-6324, Fax: 978-322-5097
Contact: Sonja Vincola,Program Director at extension #7.

Lowell Treatment Center's Community Services is a community-based behavioral health agency serving children and adults in Lowell and surrounding communities. Our Family Stabilization Team/ In-Home Therapy program provides clinical interventions, behavior management, and advocacy to families of children with an emotional or behavioral problem. Therapeutic Mentoring is a one-to-one support service between a mentor and a youth for the purpose of addressing daily living, social, and communication needs. Community Support Program provides case management to individuals of all ages.

Payment: For Family Stabilization Team, we accept Blue Cross Blue Shield, Cigna, United Behavioral Health, and Tufts Health Plan. For In-Home Therapy and Therapeutic Mentoring, we accept MBHP, NHP, Network Health, and BMC HealthNet. For Community Support Program, we accept MBHP, Network Health, and other insurances.

Referrals: Fax a completed referral form to 978-322-5097.

Massachusetts Alliance of Portuguese Speakers (MAPS)
11 Mill St, Lowell MA 01852
978-970-1250, Fax: 978-970-0843
Contact: Kate Lessard, Domestic Violence Advocate and Office Manager

MAPS is a private, non-profit, community-based organization serving the Portuguese speakers in Massachusetts. MAPS provides a wide range of health, education and social services through direct services, advocacy, leadership and community development. All of our services are completely free and confidential.
Referrals: Walk-in services or call 970-1250 to make an appointment

Services offered: Demographic Served: Children; Demographic Served: Victims of Sexual Exploitation
Campaigns: Ending Racism / Colonialism / Systemic Oppression
Updated Sep 15, 2020 · https://reliefdb.org/shelters/10343

Enough Abuse [child abuse/emergency resources, Massachusets listing of orgs]

Info/Hotline · Open

MA

Web www.enoughabuse.org/states/massachusetts.html
Service Temporary

see website for links to massachusetts regiojs

Services offered: Demographic Served: Children; Demographic Served: Victims of Sexual Exploitation
Campaigns: Ending Racism / Colonialism / Systemic Oppression
Updated Sep 15, 2020 · https://reliefdb.org/shelters/10344

United American Indians of New England

Volunteer Camp · Open

MA

Web www.gofundme.com/f/uaine-20202021-fundraiser
Service Temporary

The main site: http://www.uaine.org/ which focuses on the annual Day of Mourning work:

" Many Native Americans do not celebrate the arrival of the Pilgrims and other European settlers. Thanksgiving day is a reminder of the genocide of millions of Native people, the theft of Native lands, and the relentless assault on Native culture. Participants in National Day of Mourning honor Native ancestors and the struggles of Native peoples to survive today."

From their GoFundMe page:

"Please support the work of United American Indians of New England (UAINE) as we educate and decolonize. We are best known for organizing National Day of Mourning in Plymouth every "thanksgiving Thursday," and this year will be our 50th Anniversary! We lead IndigenousPeoplesdayMA.org campaigns and provide tactical and strategic advice to people in the region who are working on Indigenous Peoples Day efforts. We are also an intrinsic part of efforts in MA to pass legislation meaningful to Indigenous people (MAIndigenousAgenda.org). We work with others in coalition to organize and support Indigenous Peoples Day events. In addition, we support many other Indigenous and progressive struggles, from the movement for Black Lives and climate justice to justice for migrants, and much more!'
Campaigns: Alternative Societies; Anti-Colonialism / Anti-Racism / Decolonializers; Black Lives Matter; Economic Solidarity

and Cooperativism; Ending Colonialism; Ending Racism / Colonialism / Systemic Oppression; First Nations / Native Americans; Indigenous Mutual Aid; Social Activists/Organizers
Updated Nov 29, 2020 · https://reliefdb.org/shelters/10392

NY

Buffalo Mutual Aid Network [solaridarity, mutual aid]

Volunteer Camp · Open

Buffalo, NY
Web www.buffalomutualaid.org
Service Temporary

Food or Groceries
Cleaning Supplies
Baby Supplies
Hygiene Products

Services offered: Cleaning, Supplies * (ANY/ALL Types); Distribution, Bulk Distribution; Donations * (ANY/ALL Types); Food * (ANY/ALL Types); Mutual Aid; New "business" models, Food Production/Distribution; New "business" models, Sustainable Societies; Support for "All Local" Disasters; Toiletries, Personal Hygiene Products * (ANY/ALL Types)
Campaigns: 2022 Snow Storms; Economic Solidarity and Cooperativism; Ending Racism / Colonialism / Systemic Oppression; New "Business" Models
Updated Dec 29, 2022 · https://reliefdb.org/shelters/10545

Artists, Athletes & Activists [Mutual Aid NYC, Organizing/Caring for Migrants/ Immigrants Being Bussed to NYC]

Volunteer Camp · Open

New York, NY
Web artists–athletes–activists.org
Service Temporary

Currently our volunteers are on the ground in NYC receiving migrants coming from Texas via New York City Port Authority, Mega Bus Station and local airports.

We are responding to this emergency as best as we can with minimal resources. Everyday hundreds of Asylum Seekers arrive in NYC and we are on the ground to welcome them and assist with food, clothing, shelter and information regarding their upcoming immigration hearings. Many have literally come here barefoot, with swollen feet, and knees from the long dangerous trek to get here. Their journey to get to the United States is long and grueling. They risk their lives to get here and unfortunately many did not survive. We are in need of funds.

We reunite families in other cities which means we have to purchase flights and buses to their final destination.

Please help us raise funds that will go towards responding to this urgent crisis.

[see donation links at the link above]

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Human Rights; Advocacy, Migrants/Immigrant, Legal Services; Advocacy, Migrants/Immigrant Workers ; Case Management, * (Providers of ANY Type of Case Management); Distribution * (ANY/ALL Types); Donations * (ANY/ALL Types); Evacuee Reception Center; Mutual Aid
Campaigns: Economic Solidarity and Cooperativism; Ending Extreme Poverty; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression
Updated Nov 7, 2022 · https://reliefdb.org/shelters/10538

NYC Shut It Down [Back Lives Matter, mutual aid, COVID19 food delivery]

Volunteer Camp · Open

NYC, NY
Web www.nycshutitdown.org/coronavirus–mutual–aid
Service Temporary

Starting Monday March 23,

NYC Shut It Down will be providing FREE home cooked meals and groceries to Black, Brown and Indigenous people in need for the duration of the COVID 19 crisis. These meals will be prepared in accordance with CDC and NYC DOH Guidelines and by licensed food handlers. We will take every precaution to prevent the spread of COVID 19 while also doing our best to alleviate the economic impacts of school and work closures.
We Keep Us Safe,

and we will continue to defend our communities from white supremacist and capitalist violence be it from police or from a state that is willing to abandon us amidst a global health crisis.

Vegan options will be provided, as well as groceries and personal hygiene products.

Sign up to receive a delivery by clicking the button below. Please indicate if you have any specific needs or allergies in the last section of the form.

If you are healthy (symptom free), have a car, and would like to help, or for material donations email us at: nycsidfooddelivery@gmail.com

For money donations please click the button below for our Go Fund Me or you can Venmo us at: @nycshutitdown

IN THE NEWS:

NYC Shut It Down, a group birthed during the Black Lives Matter movement, is building on its experience running a Sunday street corner cookout program for food insecure families in the Bronx and East Harlem. With the arrival of COVID–19, it began making home–cooked meals and delivering them door–to–door to households across four boroughs. Within five days, the group served about 207 households including 750 individuals, prepping three to five meals per person, or close to 3,000 meals total, along with groceries. This was accomplished by a group of about five to ten kitchen volunteers, another dozen drivers and runners, and then another four or five members of Cosmos AFA, an anti–fascist football club, though others have offered to volunteer. Thanks to a connection through World Central kitchen, they're now operating out of a Fedcap Rehabilitation kitchen space. The group is also delivering to people who need groceries without meal prep, and hopes to build out other initiatives.

"[It's about] building the world that we want, rather than demanding it from the state—rather than fighting for it in a more conventional sense…it's bigger than that. We're trying to build the world that we want to see," says June, the member whose kitchen became the launch pad and who asked that their last name not be used. June adds that the work, "speaks to the kind of care that most of these grassroots organizations have for the communities that they're working with."

https://citylimits.org/2020/04/03/mutual–aid–movement–playing–huge–role–in–covid–19–crisis/
Campaigns: 2020/2021 Pandemic, Coronavirus/COVID–19; Black Community; Black Lives Matter; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Extreme Poverty; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression
Updated Apr 8, 2020 · https://reliefdb.org/shelters/10266

Netherlands

Joe's Garage [Amsterdam: Solidarity/Mutual Aid]

Volunteer Camp · Open

Pretoriusstraat 43; https://www.openstreetmap.org/way/147554488, Amsterdam
Web joesgarage.nl/about
Service Temporary

Joe's Garage All included – a short guide to navigating our imperfect world.

Joe's is a squatted political social center that exists on a basis of mutual–aid and solidarity. Everyone involved in Joe's is a volunteer. We have been active since June 2005 and are open 6 days a week. We run a vegan kitchen, a give away shop, info and movie nights. The members of our collective come from diverse backgrounds, we have different nationalities as well as genders/non–genders.

Because we are a squatted social center we are drawn to the struggle for housing and the right to the city, ideally achieved by direct action. We hope to provide a platform that supports social, environmental, spatial and economic justice. We also see bringing people together in a non–commercial space as a political act. This is why we try to be an inclusive and empowering space to all individuals, affinity groups and collectives interested in and involved in addressing these issues.

We believe unequal power relations are everywhere in this society, and since everyone is, (willingly or not) a part of society, these unequal relations will also exist within Joe's. By making existing power relations more explicit, and addressing what is problematic about them, we try and find ways to make our collective structure more equal and inclusive. We know that there are no easy solutions for overcoming deeply ingrained patterns or social constructs within society or Joe's. It requires endless hard work, trying to work together with people from different backgrounds, dealing with mishaps and failures, trying to resolve disagreements, and slowly, incrementally changing the world a little bit at a time. With the victories and all the fun, but also the despair and sometimes loneliness.

We try and reach consensus about our shared values and goals, and the ways to achieve these. We do that in more formal ways, through email lists and (sometimes) meetings, but also in more informal ways, in talks and discussions one–on–one or with several people.

We do not always agree, on methods nor on aims, but we always try to find mutual ground and work together to find solutions to the problems that arise, as allies, if not friends. If the problem doesn't get solved this way, we try to implement a mediation trajectory, inviting people uninvolved in a conflict to help resolve it. We would like to encourage people that visit Joe's to deal with problems inside Joe's in a likewise manner. If however this does not work, it is always possible to ask the help of a volunteer. If you do not feel comfortable with this you can also mail the entire volunteer list and we can figure out a solution together.

Anyone who wants to help out or organize an event at Joe's is more than welcome. We are always looking for people to run their own events and initiatives from Joe's. We invite you to take responsibility with us. We ask you to help us keep the space open literally and figuratively. Joe's stays open by working together and by finding ways to make that possible.

Joe's Garage, since June 2005
Joe's Garage, Pretoriusstraat 43, Amsterdam
joe [at] lists [dot] squat [dot] net https://www.joesgarage.nl/

Getting to Joe's Garage by public transport:
– Train station Amsterdam Muiderpoort, 10 minutes walk.
– Metro station Wibaustraat, 15 minutes walk.
– Tram 19 or Bus 41, Bus–/tramhalte: Pretoriusstraat, 1 minute walk.

Find us on OpenStreetMap: https://www.openstreetmap.org/way/147554488

Upcoming events:
https://squ.at/joe
iCal feed (events feed): https://radar.squat.net/ical/node/41

Services offered: Advocacy, * (ANY/ALL Types); Art Project; Community Service Program; Documentation, Capitalism (the ruthless sort), Issues with & Solutions to; Documentation, Disaster Planning; Documentation, Disaster Preparedness Guidance, Community Groups; Documentation, Economic; Education, Cultural; Education, Soveriegnty; Education, Unschooling; Event Listings; Events, Community Meetings; Events, Potluck Meals; Events, Protest Actions; Facility: Community Center; Food * (ANY/ALL Types); Food Distribution, Meals, Soup Kitchen; Free Store; Information Resource, Alternative Schools/Education; Information Resource * (ANY/ALL Types); Information Resource, How to Organize; Information Resource, Sharing Networks/ Timebanks; Logistics Coordinator / Manager, Volunteer; Meals * (ANY/ALL Types) ; Meals, Congregate Feeding, Meals; Meals, Vegan; Mutual Aid; New "Business" Models; New "business" models, Economic; New "Business" Models, Education; New "business" models, Food Production/Distribution; New "business" models, Government; New "business" models, Intel/Mgmt; New "business" models, Sustainable Societies; Recycling Network, Database for Trading/Re–use (NO FEE); Recycling, Services * (ANY/ALL Types); Services *0* (Choose this if You Provide or Need ANY Type of Social Services); Social Events, Party / Festival; Training, Activism; Volunteer Opportunities, In General * (ANY/ALL Types)
Campaigns: Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Extreme Poverty; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; New "Business" Models; Social Activists/Organizers; Social Change Initiative
Updated Sep 15, 2023 · https://reliefdb.org/shelters/10615

Worldwide

Black Lives Matter [social justice]

Volunteer Camp · Open

Web blacklivesmatter.com
Service Temporary

#BlackLivesMatter was founded in 2013 in response to the acquittal of Trayvon Martin's murderer. Black Lives Matter Foundation, Inc is a global organization in the US, UK, and Canada, whose mission is to eradicate white supremacy and build local power to intervene in violence inflicted on Black communities by the state and vigilantes. By combating and countering acts of violence, creating space for Black imagination and innovation, and centering Black joy, we are winning immediate improvements in our lives.

We are expansive. We are a collective of liberators who believe in an inclusive and spacious movement. We also believe that in order to win and bring as many people with us along the way, we must move beyond the narrow nationalism that is all too prevalent in Black communities. We must ensure we are building a movement that brings all of us to the front.

We affirm the lives of Black queer and trans folks, disabled folks, undocumented folks, folks with records, women, and all Black lives along the gender spectrum. Our network centers those who have been marginalized within Black liberation movements.

We are working for a world where Black lives are no longer systematically targeted for demise.

We affirm our humanity, our contributions to this society, and our resilience in the face of deadly oppression.

The call for Black lives to matter is a rallying cry for ALL Black lives striving for liberation.
Campaigns: Black Lives Matter; Communities for Restorative Justice; Economic Solidarity and Cooperativism; Ending Racism / Colonialism / Systemic Oppression; Social Activists/Organizers; Social Change Initiative
Updated Jun 23, 2020 · https://reliefdb.org/shelters/10295

Community Bridge [cooperative people–centric alternative to Zoom and other tools]

Info/Hotline · Open

Web communitybridge.com
Service Temporary

Editor note: this is THE platform to choose instead of Zoom, which sells your data and records and shares with governments, third party corporate affiliates, etc. Why support a HUGE ruthless capitalist Zoom, instead of a Black owned small cooperative? We can't think of ANY reason. Community Bridge is free, and they live on donations. Please use Community Bridge and/or donate...

Oh, also, if you're the admin, you can turn on the "white board" function and all participants can draw on the same white board. It's fun AND nourishs community.

OH and NEW FEATURE! while you're on the video meeting, you can collaborate on documents RIGHT IN THE CHAT and download the doc after/anytime and the new feature is that you can convert the doc TO A PRESENTATION format! Yippee! Go Community Bridge!!!

Services offered: Art Project; Assistance, for non–profits, Collaboration Tool; Business Services, Co–Op oriented; Community Service Program; Demographic Served: Sustainable Communities; Facility: Meeting space; Local Businesses, Social Enterprises; Mutual Aid; New "Business" Models; New "business" models, Economic; Services *0* (Choose this if You Provide or Need ANY Type of Social Services); Services, For Non–Profits; Services, Tech, Web Hosting; Tech, Computer Networking Services; Tech, Data Solution Architects, Humanitarian; Volunteer Opportunities, In General * (ANY/ALL Types); Youth, Leadership Development
Campaigns: Agaric Technology Collective, a worker–owned cooperative [Co–op]; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Arts Community / Artist Network; Black Community; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Extreme Poverty; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; New "Business" Models; Social Activists/Organizers; Social Change Initiative; Worker Owned Co–Operatives
Updated Jul 1, 2023 · https://reliefdb.org/shelters/10581

La Via Campesina – International Peasants' Movement [MAIN HQ]

Volunteer Camp · Open

Web viacampesina.org/en
Service Temporary

The seeds of La Via Campesina was sown in 1992 in Nicaragua, during the organization of the third Continental Meeting of the 500 years of indigenous, Afro–descendant and popular resistance, as an expression of struggle, resistance and articulation to build an international movement capable of giving voice and resonance to peasants from all over the world, having as common objectives: an explicit rejection of the neoliberal model of rural development, an unquestionable rejection of being excluded from the development of agricultural policy and the determination “not to disappear”.

This common interest and commitment gave rise to the Managua Declaration, signed by representatives of eight peasant organizations from Central America, the Caribbean, Europe, Canada and the United States, who met to participate in the Second Congress of the National Union of Farmers and Ranchers (UNAG), also held in Managua on April 25 and 26, 1992.

These meetings led to fundamental episodes in the history of LVC such as the organization of the Continental Campaign for 500 years of Indigenous, Afro–descendant and Popular Resistance and the meeting that marked the beginning of the Latin American Coordination of Rural Organizations (CLOC) and the Declaration of Managua that gave rise to La Via Campesina.

INTERNATIONAL CONFERENCES
MONS (1993)
TLAXCALA (1996)
BANGALORE (2000)
SAO PAOLO (2004)
MAPUTO (2008)
JAKARTA (2013)
DERIO (2017)
MID–TERM CONFERENCES

REGIONS
CENTRAL AMERICA
CARIBBEAN
SOUTH AMERICA
NORTH AMERICA
SOUTHERN AND EASTERN AFRICA
WESTERN AND CENTRAL AFRICA
SOUTH ASIA
SOUTH EAST AND EAST ASIA
EUROPE
EMERGING REGIONS
GET INVOLVED
WRITE TO US
CALENDAR OF EVENTS

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Health & Human Rights; Advocacy, Human Rights; Advocacy, Migrants/Immigrant Workers ; Advocacy, Social Justice; Advocacy, Womens Rights; Advocacy, Worker Rights; Agriculture/ Farming/Gardening Resource; Demographic Served: Immigrants; Demographic Served: Migrants; Demographic Served: Social Peers; Demographic Served: Sustainable Communities; Demographic Served: Undocumented Individuals; Demographic Served: Victims of Environmental Injustice; Education, Food Soveriegnty; Education, Soveriegnty; Education, Traditional Ways;

Government, Farm Service Agency; Information Resource, Constitutional Rights; Training * (ANY/ALL Types of Instruction) ; Training Classes, Immigrant Worker Rights Instruction; Training, Government Policy; Training, Legal
Campaigns: Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Extreme Poverty; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; Environmental Sustainability; La Via Campesina – International Peasants' Movement [decolonization/sovereignty
Updated Jun 16, 2023 · https://reliefdb.org/shelters/10564

Tech Workers Coalition [Tech Workers Rights, Community Guidelines]

Volunteer Camp · Open

Web techworkerscoalition.org
Service Temporary

[see updates at above link]

A Tech Workers' Bill of Rights
Last updated 16 Dec 2020

Technology wields immense power. It fosters connection, creativity, and curiosity across the globe. Alongside the human connections fostered through tech, however, we see tech companies abusing privacy, reproducing inequality, surveilling already over–policed communities, exploiting workers and the environment, and stoking hatred and violence in our world. It is vital that workers gain the ability to shape the products we build and the work we do.

As tech workers, we represent a range of job roles, work environments, and salary levels. We are the creative, technology, academic, and office workers who deserve a say in the products and services we build. We are warehouse workers facing dangerously inadequate workplace safety protocols. We are customer service representatives squeezed to work more and more hours with insufficient pay and benefits. We are part time, gig and contract workers of all kinds who want to to protect our livelihoods in a highly competitive landscape.

The Tech Workers' Bill of Rights aims to protect and support everyone under the tech industry umbrella, no matter their job level or title, income, education, background or life experience. Additionally, in an industry where leadership is overwhelmingly homogenous, we strive to amplify the voices of the most vulnerable and oftentimes most invisible workers in this industry.

We commit to prioritizing the voices of those workers who have been marginalized within the tech industry through discrimination based on gender or gender presentation, race, class, age, ability, personal beliefs, immigration status, sexual orientation, neurodiversity and other differences.

The Tech Workers' Bill of Rights is undergirded by the core values of equity, empowerment, representation accountability, safety, autonomy, fairness, and freedom. Through our Bill of Rights we not only commit to upholding these values, but also to building a more just and equitable future for all tech workers.

Equity

Workers deserve fair and inclusive work environments free from all discrimination. Workers have the right to a harassment–free workplace regardless of race, class, age, ability, personal beliefs, immigration status, sexual orientation, neurodiversity or any other differences. Employers should provide accommodations for workers with disabilities and should work towards creating a diverse and inclusive workplace.

Empowerment

Workers should have input in decision making around their working conditions. Changes in working conditions should not solely be decided by and handed down from the top. Workers should have meaningful input and be included in discussions when working conditions change. This could include but is not limited to, working hours, office/remote conditions, equity, paid time off, benefits, and contracts.

Representation

Workers should have a meaningful say in business decisions, including company strategy and ethical standards. Our responsibility in the tech industry should be to people, communities, and the environment rather than solely to profit. This means that workers should have the protected right to individually and collectively raise concerns about products, initiatives, features, or their intended use that is, in their considered view, unethical.

Accountability

Workers deserve equality and transparency when it comes to hirings, firings, and Human Resource (HR) practices. Workers should have full transparency into hiring practices, employee evaluations, promotions and raises, HR processes (including processes around sexual, racial, and other forms of harassment and discrimination), and salary and benefits, including executive salary and benefits. All workers deserve due process before firing, to know if they are on a performance improvement plan, and the ability to raise questions, concerns, and counterpoints. Workers deserve full transparency and upfront communication when it comes to decisions around restructuring and layoffs.

Safety

Workers have the right to safe working conditions. Workers have the right to a physically and emotionally safe and accessible work environment, with, at minimum, an office space compliant with commonly accepted accessibility practices. Workers have the

right to work in a cooperative environment that does not pit workers against one another. If workers feel unsafe coming into the office, employers should make every effort to allow them to work remotely. Workers should be free from overly–broad non–disclosure agreements that silence victims and hide unsafe workplace conditions.

Fairness

Workers deserve equal pay for equal work. Workers should be paid at least a living wage for their work, without regard to any discriminating personal attribute such as those mentioned above. Workers should be free to discuss their compensation with their coworkers without fear of repercussion. Workers have the right to full transparency around promotions and raises, and explicit criteria to achieve them. Regardless of job classification, whether full–time or independent contractor, on–site or remote, workers are entitled to fair and equitable pay and working conditions and should be compensated for any excessive hours worked.

Freedom

Workers should be free to express themselves, dissent, and organize without fear of repercussion or retaliation. Workers have the right to a workplace that is free of retaliation from management or other employees. Regardless of employment status, workers deserve the ability to freely discuss salary and benefits, job security in the face of disagreement, input into employment contracts, and equal protections for organizing. Employers should not conduct active, targeted monitoring of communication between workers. Workers should be free to speak about their lived experiences, without the restrictions of non–disparagement clauses. Workers should never be forced into mandatory arbitration, so as to retain their full legal rights.

This Tech Workers' Bill of Rights was created by people with varied experience in the tech industry, and in life. This is the first iteration of a living document that we are working to improve, evolve, and include more voices in. Whether you see yourself reflected in this document, don't see yourself here but want to, or have questions or ideas to get involved, please join us. We want to hear from you in order to grow our collective voice in order to make the tech industry better for everybody!

The Tech Workers' Bill of Rights is endorsed by:
The Tech Workers Union 1010.
Kickstarter United.
Tech Workers Coalition.
Silicon Valley DSA and CODE–CWA

***

Our Values and Code of Conduct

The Tech Workers Coalition seeks to redefine the relationship between tech workers and Bay Area communities. Through activism, civic engagement, direct action, and education, we work in solidarity with existing movements towards social justice and economic inclusion.

Membership

We are open to all workers in the tech industry, friends and allies. We believe in respect, compassion, understanding and inclusion. We expect all community members to act in accordance with these values.

We reserve the right to reject membership based on the following:

* Being employed in a management role (i.e. with firing power)
* Employed in a role that is in support of the prison–industrial complex (police, prosecutors, prison industry, etc)
* Your desire to be part of TWC is compromised by a business interest. For example, you want access to our members to promote your product, or to do user testing
* You work as a journalist

If you have any questions about this, feel free to reach out via email.

Values of Participation

Show up. We value all forms of participation, but the most important way to participate is through in–person participation in events, actions, and meetings, as possible. We get things done by people showing up.

Expect best intentions. Aspire to acting in friendship—make TWC comfortable, welcoming, supportive, respectful, sincere, and open.
When giving feedback, keep it constructive. We value honesty, but only for the purpose of improvement, not for the sake of cruelty. On the opposite side of the spectrum, sugar–coating feedback in order to spare someone's feelings is not necessarily constructive either. The goal is to be supportive, honest, and thoughtful.

Relevance. Our Slack is a workspace and we hope to keep it unobtrusive and accessible. Work to stay on–topic and take digressing conversations into other spaces—new channels, private groups, other platforms, etc.
Harassment and Abuse

We believe disagreement and differences of opinion are a natural part of community and are important to work through when building community, strategizing, and learning from one another, but we do not tolerate harassment in any form. Participants who engage in harassment or abuse may be removed from the group at the discretion of the organizers.

Harassment includes, but is not limited to

* Unwelcome comments regarding a person's lifestyle choices and practices
* Deliberate intimidation or antagonism
* Exclusionary jokes or comments
* Unwelcome sexual attention or physical contact
* Sustained disruption of meetings, events, or online discussion
* Continued one–on–one communication after requests to cease
* Comments that reinforce social structures of domination (related to gender,
gender identity and expression, sexual orientation, disability, physical appearance, body size, race, age, religion)
* Threats of violence
* Abuse includes, but is not limited to Trolling, misdirection, and disrespectful use of resources and access

If you have been harassed or have witnessed abuse, please bring this to the attention of the group organizers (in meetings).

While in practice most actions from moderators and administrators will be friendly reminders, they should act on complaints/ reports quickly and involve other team members if necessary. They should take appropriate, usually private, action if they see any abuse or harassment. They must be sensitive to cultural differences, time zones, etc., but take prompt action when necessary.

Be Mindful of What You Say and Write

TWC participants should be mindful of what they write and say in public TWC meetings and in pseudo–public channels like Slack. Be aware that Slack maintains records of our conversations indefinitely. Do not say anything in a non–private channel that you do not want becoming public. Participants should also be aware that members of the press may be present or in Slack channels. While we ask them to keep what they read and hear off the record, we cannot control what they publish.

Projects

We organize much of our efforts and organization in projects. Projects are organized by one or two individuals who are responsible for being a point of contact to the broader organization, and reporting back to the larger group during our organizational meetings.

Projects are a touchstone for new members who want to participate, and we encourage project teams to reach out to new participants.

Projects should form their own topics within Slack. Many start with the prefix #proj–. See Project/Discussion Channels.

Slack

Etiquette

Manage your notifications. TWC Slack can become quickly overwhelming without proper notification management. We recommend turning off notifications for all but your own name and any specific words or terms of interest to you. (To do this, open Slack, click on the team name, then 'Preferences' and 'Manage.'). Only join channels you wish to follow—have no shame in leaving or muting a channel that you don't have the desire or time to participate in.
Use direct messages. Members of this Slack range in expertise, talent, and experience. Feel free to reach out to folks with specific questions or needs.This is also a good space to take tangential conversations—no need to do everything in public.

Avoid @channel or @here in #general or high traffic channels unless your message is important to everyone in that channel Channel Guide

Channels come and go on Slack, but here are some long–living channels:

#articles: interesting reads
#calendar: TWC events calendar items
#events: things going on that you might want to know about (not limited to TWC events)
#general: general announcements
#meetings: conversation about our org–wide meetings
#workplace–conditions: conversations about working conditions and experiences in the tech industry

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Human Rights; Advocacy, Social Justice; Advocacy, Social Justice, Fair Labor/Worker Rights; Advocacy, Worker Rights; Assistance * (ANY Type of: Referrals or "How to" Assistance); Assistance, for non–profits (In General); Community Outreach Programs; Community Service Program; Community Standards, List of; Demographic Served: Sustainable Communities; Documentation, Capitalism (the ruthless sort), Issues with & Solutions to; Documentation, Standards, Health & Human Rights; Documentation, Volunteer Management Guidance; Education, Cultural; Education, Soveriegnty; Education, Traditional Ways; Education, Unschooling; Event Listings; Events, Community Meetings; Events, Protest Actions; Information Resource * (ANY/ALL Types); Information Resource, Constitutional Rights; Information Resource, Economics, Sustainable; Information Resource, How to Organize; Information Resource, Management Advice; Information Resource, Watchdog Site, Social Justice; Information Resource, Watchdog, Transparency & Accountability; Market/ Industry Significance; New "Business" Models; New "business" models, Economic; New "Business" Models, Education; New "business" models, Government; New "business" models, Sustainable Societies; School * (ANY/ALL Types); Services *0* (Choose this if You Provide or Need ANY Type of Social Services); Social Event *(any/all types) see also category "Events";

Social Event, Networking Group *any/all types; Social Event, Solidarity; Training, Activism; Training * (ANY/ALL Types of Instruction) ; Training Classes, Business Skills; Training, Government Policy; Training Government, Training on How it Works; Training, Micro–Economic Entrepeneurship; Volunteer Opportunities, In General * (ANY/ALL Types); Youth, Leadership Development; Youth, Mentor Program
Campaigns: 2026 Venezula Earthquakes; Agaric Technology Collective, a worker–owned cooperative [Co–op]; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Arts Community / Artist Network; Bartering Network; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Extreme Poverty; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; Helping People Suffering from the Gaza Occupation; New "Business" Models; Social Activists/Organizers; Social Change Initiative; Unions
Updated Jul 1, 2023 · https://reliefdb.org/shelters/10580

Words Matter Task Force [racial justice/inclusivity] inclusive language guidance

Info/Hotline · Open

Web docs.google.com/document/d/1pBywKiB08wZNeWIL8q0MYARQO6EiW9nSF0Jcggwl8Uc/edit?ts=5fce8d06
Service Temporary

from University of Michigan, but relative to planetary peace, cooperation and safety

DRAFT:

Executive Summary
Information and Technology Services (ITS) is a trusted enabler of technology for the U–M community. To effectively communicate with customers, it is important for ITS to evaluate the terms and language conventions that may hinder effective communication, harm morale, and deliberately or inadvertently exclude people from feeling accepted to foment a healthy and inclusive culture. As an organization, ITS has a laser focus on customer service and strives to be sensitive to customers and their needs. By using inclusive language, ITS is able to design and build better tools and services to meet customers' needs.

Given the importance of communication and the ITS core value of inclusivity, the Words Matter Task Force was formed and charged with identifying terms used within ITS that are, or can be construed to be, racist, sexist, or non–inclusive.

Following in–depth discussion, gathering input by a short survey, and through the task force's research, several proposals were assembled for areas of improvement within ITS:

– Developed recommendations for alternative words and phrases.
– Created naming standards for commonly named artifacts.
– Planned for how this work will remain a part of organizational and cultural development.
– Recommended the creation of an Advisory Board.
– Generated a list of next steps, including ITS staff professional development and discussions with vendors.

The task force is confident that following these recommendations will create a more inclusive "One ITS" culture that will better serve customers.

Inclusive Language

Language is powerful. It has the ability to unite or cause people to feel alienated. The use of inclusive language is imperative to create a culture where everyone feels welcome, valued, and respected. It is important to remember that words can impact people in different ways. Not all words on this list may be offensive to everyone. Regardless, if a colleague considers a word or phrase offensive, their lived experience should be acknowledged, and an alternative word or phrase should be used.

Below are a few examples identified by the task force. See Appendix A.

Term => Alternative Term
–men–,–man– => –people, –person, or a wholly different word.
(e.g., "man–hours" can become "person–hours")
blacklist/whitelist => allowed/prohibited, include/exclude, allowlist/deny list
brown bag => lunch and learn
crippled => weakened, deteriorated
disabled => when referring to a system: deactivated, broken

Additional resource:

The Associated Press Stylebook, race–related coverage (the AP Stylebook is an English grammar style and usage guide created by American journalists working for or connected with the Associated Press. ITS follows AP Stylebook standards.)

Artifact Naming Standards

The task force drafted Artifact Naming Standards for use while building new systems tools, and services in ITS environments. Examples include a Google shared drive, AWS system, MiServer, or MiStorage system. It is the task force's hope that this will guide the future implementation of artifacts. See Appendix

B. Organizational Development
Development is key to adoption. Sharing how words matter within "One ITS" across the most relevant platforms will allow the task force to make the greatest impact on the community. Documentation of this work will ensure it remains a part of the

conversation as the world continues to evolve. The task force initiated several areas of focus, including: website documentation, additions to the DEI strategic plan, an internal communication option, and modes of education and training. See Appendix C.

Global Influence

The University of Michigan has the opportunity to influence change with vendors, suppliers, and associations. ITS can share with strategic partners the business case for using inclusive language, and prepare them on new terms they may hear ITS staff members use. There are a few scenarios that offer opportunities for communication and relationship building, including proactively reaching out to vendors to make them aware of changes they may experience when interacting with ITS; requesting a change from vendors toward inclusive language; and starting a conversation with other university partners to increase adoption. An email template example was developed that Service Owners can use to inform and prepare external partners. See Appendix D.

Advisory Board

Acknowledging the longevity and important efforts of this initiative, a Words Matter Advisory Board should be established as part of the broader ITS and U–M DEI efforts. This advisory board will continue to support ITS as it relates to updating inclusive language resources and artifact naming standards and supporting ITS services in the adoption of inclusive language best practices.

Recommended Next Steps

Develop a list of action items to implement the task force's recommendations.
Develop training and tools for ITS staff professional development, including a new destination in the DEI Passport.

Communicate to ITS staff and university IT partners, both internally and externally:

– Potential internal communications include
– Announce via the weekly CIO message to staff
– Present at an ITS Town Hall
– Present at other cross–ITS meetings (ex: ITS Service Governance, ITS Service Owners)
– Discuss at an ITS DEI Committee meeting
– Discuss with specific teams within ITS that have influence over naming/branding, including the Communications Team, the Digital UX Team, and PSAs
– Publish an article on the ITS intranet and internal staff newsletter
– Create a new section called "Inclusive Language" to the ITS Editorial Style Guide on Backstage; to be reviewed/modified yearly
– Add a section to the list of DEI Resources on Backstage that refers users to the ITS Editorial Style Guide

Potential external communications include

– Present to ITS Unit Representatives and Strategic Technology Advisory Committee (STAC) – when approved by ITS leadership
–Share the work at the Michigan IT Symposium via opening remarks from the CIO/VPIT
– Share the work and recommendations with the U–M Office of Diversity, Equity and Inclusion
– Share the work with EDUCAUSE
– Create a page within the DEI section of the ITS website to share the work, including the list of replacement terms – when approved by ITS leadership
– Send an email to vendors informing and preparing them of changes in language

Acknowledgments

The Words Matter Task Force would like to express gratitude to those who contributed their passion, perspectives, and experiences to this document, including department leadership.

The Words Matter Task Force welcomes feedback, questions, and ideas. Reach out to the group via email (Words–Matter–Task–Force@umich.edu) or on Slack (#its–words–matter).

Appendix A
Inclusive Language

This list is not exhaustive and will continue to grow.
Term => Alternative Term

–men–, –man– => –people, –person, or a wholly different word.
(e.g., "man–hours" can become "person–hours")

– blacklist/whitelist => allowed/prohibited, include/exclude, allowlist/deny list

– black–and–white thinking => binary thinking, all–or–nothing thinking

– brown bag => lunch and learn

– crack the whip => manage the effort closely

– crazy, insane => outrageous, unthinkable, nonsensical, incomprehensible, ridiculous, egregious, irrational

– crippled => weakened, deteriorated

– disabled => when referring to a system: deactivated, broken

– dummy => placeholder, sample

– gender–neutral he or she
– gender–neutral they, referring by name

– grandfathered (in) => legacy status, legacies in, exempted, excused

– gypped/jipped => defrauded, swindled, cheated, ripped off

– handicapped => restricted

– girl/gal, boy/guy => person, or use the person's name
guys/gals (e.g., Hi guys!)
everyone, folks (e.g., Hi everyone!)
honey, sweetheart, sweetie
use the person's name
long time, no see
“It’s been a while,” “I haven't seen you in ages!”

– low man on the totem pole => last in the pecking order, the bottom of the heap

– master/slave => leader/follower, primary/replica, primary/standby

– native => built–in, innate

– off the reservation => outside the norms, rogue, break with the group, off on your own

– picnic => gathering

preferred pronouns
pronouns

– privileged account => elevated account

– sanity check => quick check, confidence check, coherence check

– sold down the river => betrayed, thrown under the bus

– straw–man => proposed conceptual design

– uppity => arrogant, conceited

Appendix B
Artifact Naming Standards
This is a draft of recommendations for using appropriate naming conventions while building new systems, tools, and services within an ITS environment such as a Google shared drive, AWS system, MiServer or MiStorage system.

The task force recommends identifying, removing, and/or retiring current names or terms that do not meet the recommended guidelines for DEI–appropriate naming conventions.

Artifact Naming Standards:
When creating a new server or artifact, use the project/department–specific names for that object/artifact.
Avoid using the terms mentioned in the Alternative Words List. Use the suggested alternate words.
Seek consultation from the Words Matter Advisory Board if there are questions.
Here is an example naming convention:
For MiServers: macc–win–tableau–iq–dev–01
Naming of this server, and other servers, follows this pattern:
Datacenter (macc/asb) – Operating Environment (win/unix) – product installed (tableau) – department responsible (iq) – environment(dev/qa/prod) – Numbering Scheme (XXXX)
Use “01” for the primary node, and “02,” “03,” etc., to indicate the multiple nodes.
Appendix C
Organizational Development
Website Documentation
ITS Backstage will serve as the primary headquarters for staff regarding the Words Matter Task Force. On the Diversity, Equity, and Inclusion webpage, there will be a section detailing the resources and knowledge articles available to ensure staff have a place to learn more. These resources will also include any education and training materials that staff can utilize or request support in facilitating.
ITS Diversity, Equity, and Inclusion Strategic Plan
To make a lasting impact within units, we have implemented the Words Matter Task Force’s efforts into our fourth year of diversity, equity, and inclusion (DEI) strategic planning within ITS. This strategic plan is supported by the ITS DEI committee and reported through the U–M Office of Diversity, Equity, and Inclusion.

Specifically, the Words Matter Task Force is included in the strategic plan's "Domain C: Promoting an Equitable and Inclusive Community." This strategic objective will be documented by the impact of task force efforts at the end of FY21.

STRATEGIC OBJECTIVE: C1. Promote and raise awareness of ITS's commitment to Diversity, Equity, and Inclusion (DEI).

ACTION ITEM: C1.1 Continue building awareness of ITS commitment to DEI, with renewed emphasis on the five–year plan, and the outcomes measured as a result.

MEASURE OF SUCCESS: Develop a "Words Matter Task Force" to propose alternative words and phrases in the nomenclature and terminology of our daily work. Additionally, providing guidance for staff on future naming implementation across ITS services.
Slack Channel
A new Slack channel named "#its–words–matter" was created to facilitate discussion around inclusive language in ITS nomenclature and vendor documentation, ask questions, and more.
Education and Training
Educating and training about the Words Matter initiatives are integral for empowering change. The task force would like to propose the following opportunities for awareness to be embedded into consistent professional development opportunities for all current and future staff.
Educational Animations
To bring moments in which inclusive language should have been used to a real–life perspective, we want to create educational animations/short videos for ITS staff to learn more about why these issues are important. The purpose of these animated videos are:
To encourage empathy for how others may feel when words have negative connotations.
To spur curiosity about why words matter, and direct people to other educational resources.
To provide a non–threatening, quick resource that is easily shared/disseminated.

These video animations would be designed to last two minutes or less and utilize neutral images (e.g., stick figures). The storyline of the video animations would include common scenarios in which a potentially offensive phrase is used. Some examples would include:
Showing a negative response by the listener and/or observers.
Displaying backstory that illustrates why the words evoked a negative response, or show a discussion between the listener and someone they trust where the issue is explained.
Presenting an alternative scenario and omitting or replacing the offending phrase with more appropriate words.
Inclusive Language Case Studies
The task force would like to create opportunities for staff to insert themselves into the "shoes" of their customers and colleagues across a variety of problematic situations as a way of gaining empathy. The Inclusive Language Interpersonal Interactions document outlines a few scenarios that were shared with the task force and offers curated examples. This document may be extended into a more tangible case study resource for activities, training, and discussions within ITS.
ITS DEI Passport
Within the ITS Diversity, Equity, and Inclusion Strategic Plan, the DEI Passport was developed as a unique opportunity for staff to engage with important topics in a fun, elective way. The Passport contains "destinations" with various suggested activities for staff to create a personalized and unique, reflective learning experience by watching videos, reading books and articles, taking classes, enjoying a movie, and more. At the end of the fiscal year, staff can request a report with their Passport engagement to include in their annual performance evaluation. A new Passport destination will be created that will include targeted links for the resources that were researched, informed, and created as part of this initiative.
Curated Library of Training Resources
The ITS Diversity, Equity, and Inclusion section on Backstage will include a curated list of inclusive language training opportunities available to staff via LinkedIn Learning, My LINC, Coursera, and Michigan Online. Original content may be created if there are any gaps in these training offerings.

Appendix D
Email template to vendors
Use the following example to contact strategic partners to proactively inform and prepare vendors of other terms they may hear ITS staffers use during meetings, as well as to explain the business case for why the changes were made. Be sure to notify the ITS Communications Team so that they may alert the Office of Public Affairs. The message should not be sent until a response has been received from the Communications Team.

Subject line: Changes to ITS terminology

The University of Michigan Information and Technology Services (ITS) recognizes that inclusive language matters when serving customers.

Given the importance of communication, ITS recently evaluated the terms and language conventions that may hinder effective communication, harm morale, and deliberately or inadvertently exclude people from feeling accepted to foment a healthy and inclusive culture.

As an organization, ITS strives to be sensitive to customers and their needs. By using inclusive language, ITS is able to design and build better tools and services to meet customers' needs.

Here are a few examples of terms you may hear during meetings. The full list can be found on the ITS website [Note: Add URL to the ITS public–facing website].

Term
Alternative Term
–men–,–man–
–people, –person, or a wholly different word.
(e.g., "man–hours" can become "person–hours")
blacklist/whitelist
allowed/prohibited, include/exclude, allowlist/deny list
black–and–white thinking
binary thinking, all–or–nothing thinking
crazy, insane
outrageous, unthinkable, nonsensical, incomprehensible, ridiculous, egregious, irrational
crippled
weakened, deteriorated
disabled
when referring to a system: deactivated, broken

Feel free to contact me to discuss further.

Sincerely,
[Your name]
[Title]
[Contact info if more than an email address is desired]

source: snarky article: https://www.bizpacreview.com/2020/12/24/univ–of–mich–dept–releases–list–of–acceptable–words–tucker–and–mark–steyn–offer–some–words–of–their–own–1009336/ But it's where we found this group

Services offered: Assistance, for non–profits, Collaboration Tool; Assistance, Referrals * General Information & Referral; Education, Cultural; Education, Traditional Ways; Information Resource, Alternative Schools/Education; Information Resource * (ANY/ALL Types); Information Resource, Constitutional Rights; New "Business" Models; New "business" models, Government; New "business" models, Intel/Mgmt; New "business" models, Sustainable Societies; Training * (ANY/ALL Types of Instruction) ; Training Classes, Volunteer Orientation & Training
Campaigns: Alternative Societies; Economic Solidarity and Cooperativism; Ending Racism / Colonialism / Systemic Oppression; Social Activists/Organizers; Social Change Initiative
Updated May 14, 2021 · https://reliefdb.org/shelters/10432

Other locations

Anti–Eviction Mapping Project [tenant organizing/rights resource]

Info/Hotline · Open

Web antievictionmap.com
Service Temporary

Killer resource for understanding eviction, the tools landlords use and get policy makers to implement. LEARN THE NUMBERS!

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Health & Human Rights; Advocacy, Housing, Community, Housing Development; Advocacy, Housing, Eviction Defense; Advocacy, Housing, Fair Housing; Advocacy, Human Rights; Advocacy, Womens Rights; Community Outreach Programs; Community Service Program; Community Standards, List of; Demographic Served: Sustainable Communities; Documentation, Standards, Health & Human Rights; Education, Soveriegnty; Education, Traditional Ways; Education, Unschooling; Event Listings; Events, Community Meetings; Events, Protest Actions; Information Resource * (ANY/ALL Types); Information Resource, Constitutional Rights; Information Resource, How to Organize; Information Resource, Legal Templates; Information Resource, Management Advice; Information Resource, Watchdog Site, Government; Information Resource, Watchdog Site, Social Justice; Market/Industry Significance; New "Business" Models; New "business" models, Economic; New "business" models, Government; New "business models", housing; New "business" models, Sustainable Societies; Services *0* (Choose this if You Provide or Need ANY Type of Social Services); Services, For Non–Profits; Social Event *(any/all types) see also category "Events"; Social Event, Networking Group *any/all types; Social Event, Solidarity; Training, Activism; Training * (ANY/ALL Types of Instruction) ; Volunteer Opportunities, In General * (ANY/ALL Types); Youth, Leadership Development; Youth, Mentor Program
Campaigns: Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Arts Community / Artist Network; Black Community; Economic Solidarity and Cooperativism; Ending Extreme Poverty; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; New "Business" Models; Social Activists/Organizers; Social Change Initiative
Updated Jun 23, 2023 · https://reliefdb.org/shelters/10577

Don't Call The Police [Mutual Aid resources for alternatives to 911]

Volunteer Camp · Open

Web dontcallthepolice.com
Service Temporary

see list of resources and map at the link for different cities
Campaigns: Don't Call The Police.com; Economic Solidarity and Cooperativism; Ending Racism / Colonialism / Systemic Oppression; Social Activists/Organizers
Updated Apr 22, 2021 · https://reliefdb.org/shelters/10423

Enough Abuse [chlid abuse/emergency resources, Massachusetts, Maine, California, Maryland, Nevada, New Jersey, New York, South Dakota, listing of orgs]

Info/Hotline · Open

Web www.enoughabuse.org
Service Temporary

Legislative advocacy and EXCELLENT listings of local resources for emergency services

Services offered: Demographic Served: Children; Demographic Served: Victims of Sexual Exploitation
Campaigns: Ending Racism / Colonialism / Systemic Oppression
Updated Sep 15, 2020 · https://reliefdb.org/shelters/10342

Indigenous Mutual Aid Network [groups to get/give help]

Info/Hotline · Open

Web www.indigenousmutualaid.org/directory
Service Temporary

from the link above [see live links for the text below at the link above]:

"Indigenous Mutual Aid is an information and support network with an anti–colonial and anti–capitalist framework. We exist to inspire and empower autonomous Indigenous relief organizing in response to COVID–19.

We seek to grow the organizing of this effort into a collective hub of organizers from throughout what we recognize as Turtle Island.

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We seek to grow the organizing of this effort into a collective hub of organizers from throughout what we recognize as Turtle Island.
Please connect to our Slack channel (send an email to request an invite: indigenousmutualaid@protonmail.com) to connect, share, & build.

As our communities have a deep history with organizing to support each other in times of crisis, we already have many existing Mutual Aid models to draw from. This looks like a small crew coordinating their relatives or friends to chop wood and distribute to elders. It looks like traditional medicine herbal clinics or sexual health supply distribution. It looks like community water hauling efforts or large scale supply runs to ensure elders have enough to make it through harsh winters. Basically any time individuals and groups in our communities have taken direct action (not through politicians or indirect means) and supported others, not for their own self–interests but out of love for their people, this is what we call “mutual aid.”
Our concept of mutual aid does not exclude our non–human relatives or the land. For more info on what Mutual Aid is (and isn’t) please see “Let’s Talk Mutual Aid” by Regan De Loggans. Check out our piece here and these too:
A Mutual Aid Explainer Video
Submedia’s: What Is Mutual Aid?
Big Door Brigade: What is Mutual Aid

Check out our guide on How to Start an Indigenous Mutual Aid relief project.

This project is currently maintained by volunteers with Indigenous Action, Táala Hooghan Infoshop, and Kinłani Mutual Aid based out of the Southwestern region of the so–called “United States.”"

Services offered: Support for "All" Disasters; Support for "All Local" Disasters
Campaigns: 2020/2021 Pandemic, Coronavirus/COVID–19; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Arts Community / Artist Network; Bartering Network; Black Lives Matter; Co–Operative Businesses, Coops, Co–ops, Cooperatives; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Extreme Poverty; Ending Pollution; Ending Racism / Colonialism / Systemic Oppression; Environmental Sustainability; First Nations / Native Americans; Food Not Bombs; Green–Rainbow Party; Indigenous Mutual Aid; International Community, Middle Eastern, Palestinian; Lucy Parsons Center; Occupy Wall Street / Occupy America / Occupy Together; Quakers; Rainbow Community; Seed Bank / Seed Exchange / Seed Library / Seed Preservation; Social Activists/Organizers; Social Change Initiative; Tribal Communities; Worcester Roots; Worker Owned Co–Operatives
Updated Nov 29, 2020 · https://reliefdb.org/shelters/10391

Navajo and Hopi Nation, Covid Response Mutual Aid

Volunteer Camp · Open

Web www.navajohopisolidarity.org
Service Temporary

from the website:

The Relief Fund was established on March 15, 2020 when Ethel Branch, the former Navajo Nation Attorney General, started a GoFundMe Campaign to raise money to assist a few Navajo and Hopi families with purchasing two–weeks' worth of food so they could go into self–quarantine and be protected from the initial onslaught of COVID–19 cases in the area.

The GoFundMe Campaign raised $5000 by the end of the day, and Ethel reached out to 8 amazing Navajo women leaders to ask for their assistance in spreading this aid broadly across the Navajo and Hopi Reservations. The Relief Fund soon had a Leadership Team of 12 amazing Navajo and Hopi women leaders and one honorary member and key partner, Klee Benally of Kinlani/Flagstaff Mutual Aid. The Team raised over $5 million on GoFundMe and formed Yee Ha'oolniidoo to manage the funds and conduct relief work.

As of September 21, 2020 the team and a legion of Navajo and Hopi volunteers all over the two nations has provided food and water to roughly 30,000 households (roughly averaging 4 persons per household) in over 80 Chapters on Navajo and in 9 of the 12 Hopi Villages. The team is also handing out masks and hand sanitizer with their Kinship Care Packages.

Services offered: Baby, Baby Formula (ANY/ALL Types); Cleaning, Cleaner, Disinfectant Wipes; Diapers * (ANY/ALL Types/ Sizes); Distribution * (ANY/ALL Types); Distribution, Supplies, Regional Distribution; Food * (ANY/ALL Types); Food Distribution, Emergency/Disaster, Mobile; Food Distribution, Grocery Delivery (For Seniors); Hygiene, Diapers, Adult Diapers; Hygiene, Feminine Hygiene, Tampons; Masks, Face Masks, N95 (w/Respirator/Cartidges); Masks, surgical masks, cloth; Medical, Equipment, O2 Nebulizer Chamber w/Masks or Mouth Pieces; Medical, Masks, Non–Rebreather Face Masks; Medical, Supplies, Masks, Face Masks, Medical Purposes; Wipes, Antiseptic Wipes
Campaigns: 2020/2021 Pandemic, Coronavirus/COVID–19; Economic Solidarity and Cooperativism; Ending Racism / Colonialism / Systemic Oppression; Indigenous Mutual Aid
Updated Oct 14, 2026 · https://reliefdb.org/shelters/10396

Our Data Our Bodies [data sovereignty advocacy/education]

Info/Hotline · Open

Web www.odbproject.org/about–us–2
Service Temporary

Services offered: Advocacy, * (ANY/ALL Types); Advocacy, Privacy/Ethics; Art Project; Assistance * (ANY Type of: Referrals or "How to" Assistance); Assistance, for non–profits (In General); Community Outreach Programs; Community Service Program; Community Standards, List of; Demographic Served: Sustainable Communities; Directories of Services & Programs * (ANY/ALL Types); Documentation, Capitalism (the ruthless sort), Issues with & Solutions to; Documentation, Standards, Health & Human Rights; Education, Cultural; Education, Soveriegnty; Education, Traditional Ways; Education, Unschooling; Event Listings; Information Resource * (ANY/ALL Types); Information Resource, How to Organize; Market/Industry Significance; New "Business" Models; New "business" models, Sustainable Societies; Services *0* (Choose this if You Provide or Need ANY Type of Social Services); Services, For Non–Profits; Services, Social Services, General Social Services; Services, Tech, Web Hosting; Social Event *(any/all types) see also category "Events"; Social Event, Networking Group *any/all types; Social Event, Solidarity; Training, Activism; Training * (ANY/ALL Types of Instruction) ; Training Government, Training on How it Works; Volunteer Opportunities, In General * (ANY/ALL Types)
Campaigns: Agaric Technology Collective, a worker–owned cooperative [Co–op]; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Arts Community / Artist Network; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Gross Inequity; Ending Racism / Colonialism / Systemic Oppression; New "Business" Models; Social Activists/Organizers; Social Change Initiative
Updated Jun 23, 2023 · https://reliefdb.org/shelters/10578

Seeding Soildarity [Indigenouse Mutual Aid / Advocacy]

Volunteer Camp · Open

Web seedingsovereignty.org
Service Temporary

from the website [see live links at the website]:

Seeding Sovereignty; an Indigenous–led collective, works to radicalize and disrupt colonized spaces through land, body, and food sovereignty work, community building, and cultural preservation. By investing in Indigenous folks and communities of the global majority, we cross the threshold of liberation together.

Rise with us. Grow with us.
What we're doing:
FACE THE FUTURE X FEAR THE KIDS MASK CAMPAIGN

FACE THE FUTURE X FEAR THE KIDS MASK CAMPAIGN
We're currently working to provide near 60,000 masks to Indigenous youth across 68 nations and 6 states after receiving a request from a representative at FEMA.

Join our buy one, give one mask drive and help to protect Indigenous students today!
MUTUAL AID artwork by Ade Cruz

MUTUAL AID artwork by Ade Cruz
In response to the escalating COVID–19 global pandemic Seeding Sovereignty has launched a long–term mutual aid program, now in its second phase called:

The Indigenous Impact Community Care Initiative.
LEARN ABOUT TRUTHSGIVING

LEARN ABOUT TRUTHSGIVING
November is recognized as Native American Heritage Month, a time that invites non–Natives to learn through the lived experiences of Indigenous folks throughout the so–called United States.
While many non–Natives celebrate Thanksgiving, our collective recognizes Truthsgiving.

DONATE TO INDIGENOUS IMPACT COMMUNITY CARE INITIATIVE FUND

Vulnerable communities are hit hardest by crises – especially those that purport to affect everyone.

Indigenous communities remaining strong and resilient during this global pandemic despite chronic, deep poverty, a youth suicide epidemic, violence to womxn, and myriad COVID–19 health complicating illnesses. Our communities will be last to receive desperately needed PPE, medical care and support.

Our Indigenous Impact Community Care Initiative works in partnership with Apache, Pueblo, and Navajo communities in New Mexico, in addition to Paiute, Lakota, Dakota, and Ojibwe communities around the country, where need is critical to immediately provide personal protective equipment and reusable masks to communities, distribute healthy food to elders and families, redistribute money to fund essential aid to those in need providing on–the–ground care to LGBTQIA+/Two Spirit and unsheltered relatives, and send Indigenous authored books to quarantined families.

We are committed to our intergenerational knowledge keepers and language bearers who sustain our communities, ways of knowing and provide grandparent and future ancestor medicine. Their Indigenous knowledge can help our global community during this climate crisis.

Indigenous peoples are on the frontlines and protect living forests, waterways and resist extractive projects for us all. During the COVID–19 crisis we are helping them first. Please join us!

Services offered: Advocacy, Environmental; Advocacy, Environmental, Energy; Advocacy, Environmental, Water; Advocacy, Environmental, Wildlife
Campaigns: 2020/2021 Pandemic, Coronavirus/COVID–19; Alternative Societies; Anti–Colonialism / Anti–Racism / Decolonializers; Bartering Network; Black Lives Matter; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Pollution; Ending Racism / Colonialism / Systemic Oppression; Environmental Sustainability; First Nations / Native Americans; Indigenous Mutual Aid; New "Business" Models; Social Activists/Organizers; Social Change Initiative
Updated Nov 29, 2020 · https://reliefdb.org/shelters/10393

Seventh Generation Fund [Indigenous Mutual Aid]

Open

Web 7genfund.org/our–work/flicker–fund
Service Temporary

from the website [see live links at the website]:

The Flicker Fund provides pandemic relief, wildfire response, and is designed for emergency response.

The Seventh Generation Fund for Indigenous Peoples resides in the heart of the ancient redwoods, along the Pacific coast in Wiyot Territory. One native bird that bears cultural and spiritual significance to local Native Peoples of this region, and throughout the Indigenous World, is the flicker. It is a medicine bird; flicker feathers are often a part of ceremonies, and help make good medicine and bring healing. Their flight patterns also represent agility and the color and swiftness of a flame.

Embodying the fast flight and power of a flicker, our Flicker Fund was created as a way to rapidly respond to stressed Indigenous communities on the frontlines of COVID–19. The Fund launched within days of learning about the pervasiveness of the virus and its impact on Indigenous communities.

As every corner of the world has been shaken by these extraordinary times, the Indigenous World has been notably impacted. Ongoing colonial issues already affecting Indigenous communities at alarming rates are only intensified by this global health crisis. Flicker Fund grantees especially demonstrate culturally grounded, innovative and creative strategies of response during this pandemic; strategies our organization has the honor to learn from and support. All supported projects we partner have direct accountability to those they serve. Each has at least 80% Indigenous leadership, and emerge from and operate by and for their communities.

The Flicker Fund directs support to projects representing one or more of the following:

Support basic and urgent health and wellness needs of the most vulnerable with a focus on elders, multi–generational households and families with children under the age of five years old.
Engage with traditional healing practices and remedies, food systems and immune support.
Amplify historic and cultural teachings, stories and lifeways that advance traditional knowledge systems informing community members on health, healing and moving forward with vitality.

Mobilize resources for crisis–impacted Indigenous communities throughout the world.

Apply
Donate

Our Work
Affiliate Program
Community Vitality
Land Defenders & Water Protectors
Thriving Women
Tradition Bearers Fellowship
Flicker Fund

Contact

Seventh Generation Fund for Indigenous Peoples, Inc.
Physical address: 2355 Central Ave. Suite C, McKinleyville, CA 95519
Mailing address: P.O. Box 4569, Arcata, CA 95518
Phone: 707-825-7640
Fax: 707-825-7639

In Consultative Status with the United Nations Economic and Social Council since 2017

Services offered: Advocacy, Health & Human Rights; Advocacy, Social Justice; Distribution, Supplies, National Distribution of Supplies; Documentation, Environmental Education; Education, Food Soveriegnty; Education, Soveriegnty; Education, Traditional Medicine; Education, Traditional Ways; Information Resource, Constitutional Rights; Medical, Education, Health Awareness; Medical, Services, Medical Care * (ANY/ALL Types); New "Business" Models, Education; Training, Activism; Training * (ANY/ALL Types of Instruction) ; Training Classes, Gardening Instruction; Training Classes, Life Skills, Misc.; Training, Education, Health, Sanitation / Hygiene; Training, Farming, Organic; Training, Government Policy; Training, Medical, Education *(ANY/ALL Types); Trainin, Social Awareness
Campaigns: Anti-Colonialism / Anti-Racism / Decolonializers; Economic Solidarity and Cooperativism; Ending Colonialism; Ending Racism / Colonialism / Systemic Oppression; First Nations / Native Americans; Indigenous Mutual Aid; Social Activists/ Organizers; Social Change Initiative; United Nations – U.N.
Updated Nov 29, 2020 · https://reliefdb.org/shelters/10394

The Link Tree list of Indigenous Mutual Aid groups

Info/Hotline · Open

Web linktr.ee/keinfoshop
Service Temporary

see the above website for links to:

@keinfoshop

K'é Infoshop

Kanahus & Snutetkwe Trans Mountain Legal Fees

The Red Nation – Community Feeds

Kinłani/Flagstaff Mutual Aid

Pueblo Relief Fund

Chief Seattle Club

Northern Cheyenne Fight COVID-19

Havasupai Tribe COVID-19 Relief Fund

Support Little Wind & Mesiah on The Wind River Reservation

Lhaq'temish Foundation

Indigenous Kinship Collective

Pine Ridge Relief Fund

Zuni Pueblo Relief

Manuelito Navajo Children's Home

Video – AICH Webinar

Audio – Red Power Hour Ep. 4: Navajo Nation, mutual aid, & bordertowns w/ Cleo & Brandon
Campaigns: Alternative Societies; Anti-Colonialism / Anti-Racism / Decolonializers; Ending Extreme Poverty; Ending Pollution; Ending Racism / Colonialism / Systemic Oppression; Homelessness Relief Services; Indigenous Mutual Aid; Social Activists/ Organizers; Social Change Initiative
Updated Dec 6, 2020 · https://reliefdb.org/shelters/10398