

Racism and Recent Deaths Challenge Our Profession, Code of Ethics and Core Values *Statement from NASW, Tennessee Board and Staff*

NASW, Tennessee Chapter joins with NASW nationally in condemning the use of lethal force by police against unarmed African Americans. The deaths of George Floyd (MN), Ahmaud Arbery (GA), Breonna Taylor (KY) and other African Americans must not be ignored. **Black Lives Matter.**

Racism and these deaths stand against our professional identity, our Code of Ethics and our core values. They call us both to action today and on-going work for the future. We must unite and work against systemic racism. We must fight injustice with our words, with our actions and with the policies we seek to establish and change.

NASW, Tennessee Chapter's Board and Staff recognize the Chapter and our members must respond. We are beginning by developing a new racial justice resources section on the Chapter website and we will launch new workshops on Ethics and Racial and Social Justice in the upcoming weeks. We also commit to on-going annual continuing education offerings on Racial Justice and Diversity that will be available in both our Branches and at a Chapter level. ... and we will also continue our commitment to electing and appointing racially diverse Chapter leadership and to supporting NASW human resources policies that emphasize Equal Opportunity and Affirmative Action. **We want our efforts to support our members and invite you to share with us other actions or resources you need from your Chapter.**

We hope our members and others will join with us in the below pledge
(shared with Chapter Executive Directors by Dr. Angelo McClain, NASW CEO)

Pledge

From this day forward I promise to be part of the solution of ending racism in America. Right now, I'm not exactly sure all of what this commitment entails, but I pledge to work towards that end.

The **Preamble** to the Pledge Acknowledges

Right now, you might not be able to say this pledge out loud or raise your hand. You may be more comfortable saying it within the quietness of your own heart or you might be comfortable taking the pledge later.

Below are a few ideas for how you can engage in change-making efforts that are meaningful to you.

- Educate yourself about the impact of implicit bias, prejudice and racism.
- Address client needs by understanding racial discrimination and the trauma it causes.
- Provide public input when racial/discrimination/violence occurs.
- Vote and support candidates running for public office who promote social justice and equality.
- Participate in peaceful protests and demonstrations.
- Practice listening to others when they share who they are and what they value.
- Speak out when racist and discriminatory statements are made in your presence.
- Create and/or participate in diverse group activities to broaden relationships.

These, and other ideas, can be found on our website in ***NASW Ethical Principles: Some Suggested Activities and Advocacy for Antiracism and Social Justice.***