

# June TWA Newsletter

Hi TWA Members,

I wanted to take this opportunity to share this message below from **Camell Branch-Selby**, who is on our TWA board as the Engagement/Mentoring Co-Chair, but more importantly she is the President of Xerox ERG National Black Employee Association. My conversations with her and her words below have helped to educate me greatly. Thank you Camell. – Kelli Morgan, TWA President

## **I am not a “Special” Black**

The world has changed in just a few short weeks. Never, in my lifetime, has one moment shifted a generation like the brutal murder of George Floyd. The death of George Floyd has ignited outrage and protests around the globe. This moment will go down as “THE MOMENT” when the world was forced acknowledge that vile, ugly, racism is plaguing our society in ways that could no longer be ignored.

His death has also sparked conversation. This weekend, one of my dearest friends, who happens to be white, called me. She called to make sure, that she herself was not a racist. I was struck by the gravity of our conversation. She is one of my dearest friends and had been so for more than a decade. Our kids grew-up together, she traveled to see my sons’ football games, spent holidays with my family. Yet even she, was grappling with how she has “missed it” before.

She was trying to reconcile, in her mind, why it seemed like some of the racism she sees playing out on TV does not include my children. It made me realize that my friend, whom I love dearly, had unknowingly separated Black people into two categories. There are the “regular” Blacks that live in the inner city, most in impoverished situations with somewhat of a “stereotypical” look-----baggy pants, tattoos, timberland boots etc. And then there was the other category of Blacks. The “Special” Blacks. They live in the burbs, their kids go to great schools, they earn a good living. Her perspective was, why does it seem like none of this happens to you?

I shared a story with her about my oldest son, being harassed by a police officer for “walking with an attitude” when he was only 13. I retold the many times he was pulled over when he took a job in Arkansas (7 times in less than 2 years). Then there was the time I was called to his school and was told that the teacher “felt threatened” by his presence. I shared stories about my youngest son and how I had to change his elementary classroom teachers twice because they labeled him the “bad kid” or refused to put him in the top reading group because he “might not be able to handle it” even though he had straight A’s. The stories were endless. We cried together. We apologized to one another. After all, she did not know because I had told her.

Dear Allies, there are no “special Blacks.” Even the most distinguished of your colleagues have been exposed to racism on multiple levels. When some officers pull over my son, they don’t care how sweet a kid he is, how much he means to his family, the impact his coaching has on college athletes or that he comes from a good home in the suburbs. He’s just a big, scary, threatening, Black man. I worry about my boys every time they leave the house. I have had the same conversations mothers in the inner city have to prepare their boys for the harsh reality of racism. Those inner-city moms are me and I am them.

So, what can we do? Here are four things that you can resolve to do today:

1. Check on your Black friends and colleagues. We are not okay. This hurts like hell. That man with his face on the sidewalk screaming for his last breath felt like it was my own son. When he called out for his Mama, every Black mother in America crumbled. We are not okay
2. Listen & learn. This is the time to listen to one another. My friend's transparency and my honest response has only served to strengthen our friendship. This type of systematic racism is not new, it's just being filmed. So, listen, we have a lot to catch up on
3. Get involved. The disparities between Black and Brown households and white households are vast. Average family income for a Black family is a little less than \$14,000 annually. There are needs in education, housing, healthcare, mental health, job support, legal aid and activism. Find your passion and Do Something!
4. Vote!!! Dear Friends, vote like your life depends on it. Vote like it was my son on that pavement screaming for his mother. Better or yet, vote like it was yours.

I am not a Special Black, and neither are any of the People of Color you work around every day exempt for the horrors of racism. We are blessed to not have experienced the horror of having our child be the next hashtag and I am doubly blessed to be able to link arms with you, my allies, and stand together and say, "ENOUGH!"

**--Camell Branch-Selby**

Vice President, Delivery Account Management  
North America Operations – Southeast & Midsouth



**Blog Post: *Allies Matter: The Fight to Support True Belonging This Pride Month***

"Our whole human family is hurting, in pain and feeling uncertain. And if we aren't scared and uncomfortable, we should be. We must do better. But first, we need to be still and listen—to see people of color." Xerox's [John Curtis](#) (TWA Manbassdor Co-Chair & President of Xerox's [GALAXe Pride at Work](#)) on how we can work toward making real inclusion a reality during [#PrideMonth](#) and beyond. [\[ READ BLOG POST \]](#)

Additional Resources/Links:

- [Ways You Can Help Fight Inequality](#) - Suzan Morno-Wade with contributions from the Presidents of Xerox's Employee Resource Groups (ERGs) and Executive Committee members
- John V's Message: [Recent Racial Events in the US](#)
- Printing Impressions Article: [The Mailworks Supports Fundraising Effort for Black Lives Matter Movement](#)



**Join an "All of Us Together" Listening Roundtable – Xerox**

45-minute discussions to share experiences, listen to each other, build awareness and form recommendations about how we turn what we learn into a collective set of actions in the fight for equality.

**Upcoming Sessions: June 10<sup>th</sup>, 11<sup>th</sup>, 12<sup>th</sup> at 7am, 11am and 7pm EST**  
[LEARN MORE/REGISTER FOR SESSIONS](#)



**Webinar Series: Eradicating Racism in the Corporate World**

Hosted by [Korn Ferry](#) | Note: Sessions take place via Zoom

In this webinar series, Korn Ferry will discuss what business leaders at all levels can say and do to tackle racism in their organizations and in society. They'll also discuss the impact of recent events on the black community and what white people can do to be authentic allies.

# RACEISM MATTERS

Upcoming sessions (11am EST): [LEARN MORE/REGISTER](#)

6/10: **In My Shoes:** Addressing systemic racism through structural inclusion

6/11: **Don't Talk, Do:** Creating a racially equitable future as inclusive leaders



## Upcoming TWA Webinar – Cooking with Chef Sarah” with Sarah Hassler

**Date: Thursday, June 18<sup>th</sup> | Time: 4:00-5:00pm EST**

Join us as classically trained Chef Sarah Hassler with a penchant for business and brand shows us how to cook an amazing meal! Chef Sarah has expertise in logistics, operations, brand and Human Resources in the hospitality industry.

[VIEW INVITATION/REGISTER](#)

[Please fill out the pre-webinar survey](#) to give us input on which dish you'd like to cook. We will send the ingredient list once a dish is selected based on the survey results.



## Molly Efron Scholarship – Update

The Scholarship Committee (Robin Brassler, Teddi Castle, and Brenda Comisar) has been busy reviewing applications from some very impressive Monroe County high school Senior Girls who want to pursue a college degree in a STEM program. This year there was 28 qualified candidates, of which two girls will be eligible to each receive \$1000. **The two winners will be announced shortly.**

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*The Women's Alliance is a Xerox recognized, independent employee group that exists to aid in achieving company diversity & inclusion objectives. TWA Communications are sent to the TWA membership distribution list as a benefit of membership. If you wish to be removed from TWA membership, please send a note to [USA.TWA.Membership@xerox.com](mailto:USA.TWA.Membership@xerox.com) with "Cancel TWA Membership" in the subject line. Upon receiving the request, it will be processed within one business month, including reconciliation of dues payment. A confirmation email note will be sent to the requestor. Note: From this point onwards, you will no longer receive official TWA communications.*



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