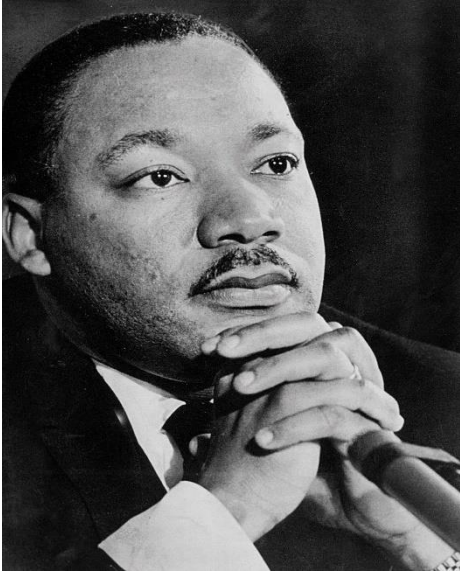


African American's Rights



Source: *Washington Post*

Martin Luther King Jr. was an activist who believed in non-violent civil disobedience. With a dream, for an America where everyone could equally participate and be accepted. He fought passionately for African American rights and Human rights. Through the peaceful marches he led, he advocated for African American's right to vote, desegregation, and labor rights, to name a few. Although he was taken far too early, his mission manifested to a civil rights platform for everyone. He not only paved the way for civil rights movements all throughout America, but the world. Martin Luther King Jr. lives on through the many that are inspired to take an active role in creating an equal world.

Historical Civil Rights Achievements

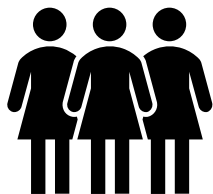
- **Brown vs Board of Education:** ended school segregation and discrimination.
- **Montgomery Bus Boycott:** the famous Rosa Parks courage illuminating public transport segregation.
- **Civil Rights Act of 1964:** outlawed discrimination based on race, religion, sex, or national origin.
- **Voting Rights Act:** allowed African Americans the right to vote.
- **Fair Housing Act:** eliminated discrimination of renters and homeowners by sellers/landlords.

Subsequent Events manifested in the African American Civil Rights Movement

- **Black Lives Matter(BLM):** an organization founded by 3 women focusing on equality for African Americans, sparked the BLM movement.
- **“Say Her Name”:** a movement started by Kimberle Crenshaw, advocating for the recognition of violence against Black women.
- **#METOO:** originally started by Taran Burke giving a voice to Black women who have been victims of rape, eventually led to the mass movement in Hollywood.
- **Freedom to Vote Act of 2021:** a new bill eliminating states' ability to limit voting restrictions that may affect disenfranchised citizens.

Women's Rights

What does Advocating for Women's rights mean?



Martin Luther King Jr. showed it was possible for people of all ethnicities and gender to peacefully protest for their right. His impact have made significant strides for women; earning the right to vote, securing jobs that were only considered for men, and access to education. Today, women are still advocating for equality in the workplace, safety from gender-based violence, and gender-responsive justice.

Gender Disparities Between Men & Women in the Workplace

- Unequal pay: women get paid 80-82 cents on the dollar compared to men;
- Women are less likely to be promoted: only 20% of CEO's are women;
- After childbirth women are more likely to be forced out of their jobs due to manager unwillingness to reduce hours, workload, and allow for work-family balance;
- Women are more likely to experience sexual harassment in the workplace.

The Gender Pay Gap Across the US in 2021

States are ranked based on the percentage difference between women's and men's earnings for full time, year round workers.



Gender Disparities External to the Workplace:

- Violence in the form of sexual abuse, physical abuse, and emotional abuse in relationships: 1 in 4 women v 1 in 9 men.
- Women outspend men in medical fees 2:1 because insurance companies label them as high-risk. This is due to women visit the doctors more, have babies, and live longer.
- Viagra is not taxed, but tampons are.
- Young girls are sexualized in schools and targeted with dress codes.
- Women experience higher sexual assaults on college campuses: undergraduate students. 26.4 % of women, 6.8% of males; graduate students 9.7% of women, 2.5% of men.

Positive Steps Towards Equality:

Paycheck Fairness Act of 2021

Protecting the Health and Wellness of Babies and Pregnant Women in Custody Act of 2020.

Support gender-responsive justice for incarcerated women.

Advocate and support women who experienced sexual abuse: #metoo movement.

LGBTQIA+ Rights

Lesbian
Queer
Bisexual
Transsexual/transgender
Queer/questioning
Intersex
Asexual/ally

To be an advocate for the LGBTQIA+ community means you are openly an ally to help them gain equality in every aspect of our society. Even though the Civil Rights Act of 1964 outlawed discrimination based on sex, which means gender identity or sexual orientation, discrimination is still prevalent today.

Violations Against LGBTQIA+

At least 47 transgender or non-conforming individuals were killed in 2021.

Oftentimes young individuals who come out as LGBTQIA+ are kicked out of parent's homes and left homeless; 40% of homeless youth are LGBTQIA+

LGBTQIA+ students are 21% more likely to experience sexual assault.

In 2021, 1 in 10 LGBTQIA+ individuals reported being refused to be seen by healthcare workers.

LGBTQIA+ individuals are more likely to experience mental health disorders.

What can you do to be an active advocate?

Respect preferred pronouns and use individuals' chosen names (especially important in someone has transitioned).



If you know someone in the process of transitioning or coming out, offer support so they do not feel alone. This can be a lending ear, a shoulder to cry on, or a couch to crash on.



Don't be uncomfortable about making mistakes, own up to it, apologize, and move on in the positive direction. It is when someone chooses ignorance that damage is inflicted.



Whether in a position of power or not, speak up when you see injustice being done to these individuals.