

There is **POWER** in **UNITY**



Talking Points for the symbol

OpenSky is committed to creating a community free of racism and discrimination.

What it means to be Anti-Racist:

- Asking people to not be complicit or ignore it when it comes up; actively work toward educating people and offering anti-racist perspective
- Taking responsibility to educate yourself and understand the racist ideas and biases we have been socialized to believe.
- Understanding that no group of people has inherent behaviors or personality traits that make them different from another group of people.
- Focusing on those things that unify us all as well as embracing our differences to bring us together
- Looking to engage and engage in discussion

The Words in the Image:

The most important part of the image is the words which form it. OpenSky wants the words in the image, which are the values we share, to be the focus of discussion.

Respect - Inclusion - Race Equity
Solidarity - Unity - Feeling welcome
Awareness - Acceptance - Embrace differences
Justice - Courageous - Learn from each other
Powerful - Open-minded - Sense of belonging
Take action - Love - No hate speech
Safe space - Accountability - Not feeling powerless

The image of the raised fist:

Misconception: The sign is misinterpreted as being anti-white or anti-law enforcement. Black Lives Matter (BLM) has adopted it but it has existed centuries and used by people across the globe before BLM.

The raised fist, or the clenched fist, is a universal symbol of solidarity and support. It has multiplicity and flexibility of meaning. It is used as a salute to express:

- Unity
- Strength
- Defiance, or resistance.
- Life &liberty
- Hope for a better tomorrow
- Strength and hope
- We shall overcome
- Revolutionary spirit
- Solidarity with the democratic peoples of the world
- Human rights

Tommie Smith who used it in the 1968 Olympics stated in his autobiography, "Silent Gesture", that the salute was not a Black Power salute, but in fact a human rights salute. On pg. 22 of his autobiography he quotes: "To this very day, the gesture made on the victory stand is described as Black Power salute; it was not." "We were students, and we were dedicated to the Olympic Project for Human Rights."

If you want more information and resources:

- Visit the [Racial Equity Diversity and Inclusion](#) page of the HUB, which includes:
 - photos of the [Global Usage of the Raised Fist](#)
 - [Variations of the Raised Fist Symbol](#)

If you want to talk with someone: We would love for people to engage in this work...and not just at work, in your communities as well. Actively take part in spreading this however and wherever you can. If you would like help in leading discussions about this with your team, please reach out to Kelley.Gamble@openskycs.org and she can connect you to members of the CARE team.

Why this is important: There is an urgent need to take concrete steps to dismantle racial injustice. The successes we make in the advancement of racial equity and inclusion will result in making us the preferred place to work, attract the best talent and inspire high performance.