

# September 2020 | No. 1



September 1, 2020

Greetings! It is with great pride and pleasure that I introduce the AAdvocate, a newsletter created by the AAPulse Board for our membership. Webster's dictionary defines advocate as, "one who supports or promotes the interests of a cause or group." The purpose of this newsletter is to support and promote the interests of AAPulse members. Our intent for the AAdvocate is to provide valuable information, advice and tips on a variety of topics stemming from the four pillars of AAPulse — **Know the Business, Know Yourself, Know the Community and Know Your History.**

## In This Issue



Our very first issue is devoted entirely to voting. The Voting Rights Act of 1965 was signed into law on August 6—a little over 55 years ago. *Can you imagine the right to vote for Black people in this country*

*was not secured until 55 years ago??* It is hard for us to even consider having to pay a poll tax or guess how many jellybeans are in a jar before we cast a vote. But that's exactly what many of our parents, grandparents and even great grandparents endured. In the year 2020, the right to vote for many minority citizens is in jeopardy. Stringent voter ID laws, restrictions on early voting, laws requiring voters to have a street address, last minute changes to voting precincts, as well as the end of same-day voter registration, are actions many state governments have taken since 2008 to suppress the minority vote. In Georgia, for example, voter rolls are purged and registrations cancelled solely because voters have not voted recently and failed to return a mailed notice. There was also the gutting of a key provision of the Voting Rights Act of 1965 by the US Supreme Court. Section 5 of the Voting Rights Act requires jurisdictions with a history of discrimination to submit any proposed changes in voting procedures to the US Department of Justice before it goes into effect, to ensure those changes would not negatively affect minority voters. In the case [Shelby v. Holder](#), the U.S. Supreme Court ruled section 4B, which provides the formula for determining the jurisdictions to be guided by section 5 was unconstitutional. By this ruling, the Supreme Court made "Section 5 completely inoperable" (see Brennan Center for Justice).

**Colleagues and friends, I urge you to register to vote and exercise your right to vote. The upcoming election is CRITICAL.** We will be voting on not only who will lead this country in the executive branch, but also on senators and representatives in Congress as well as our state and local leaders. Ultimately, our votes in November's election will determine the next Supreme Court justices as well as the judges on the federal bench; the fate of the Affordable Care Act, Social Security and Medicare; and whether laws will be enacted to finally eradicate systemic racism in our country and its vestiges. Now is not the time to play games with the right you have as a citizen of the United States to elect officials whose values and beliefs align with your own. This issue will feature articles about voting, the candidates and what you, as a citizen, can do to help secure the right to vote for others.

I conclude with a quote from the late great Georgia Congressman, the Honorable John Lewis, "Ordinary people with extraordinary vision can redeem the soul of America by getting in what I call good trouble, necessary trouble. Voting and participating in the democratic process are key. The vote is the most powerful nonviolent change agent you have in a democratic society. You must use it because it is not guaranteed. You can lose it."

Sincerely,

Erika J. Gardner

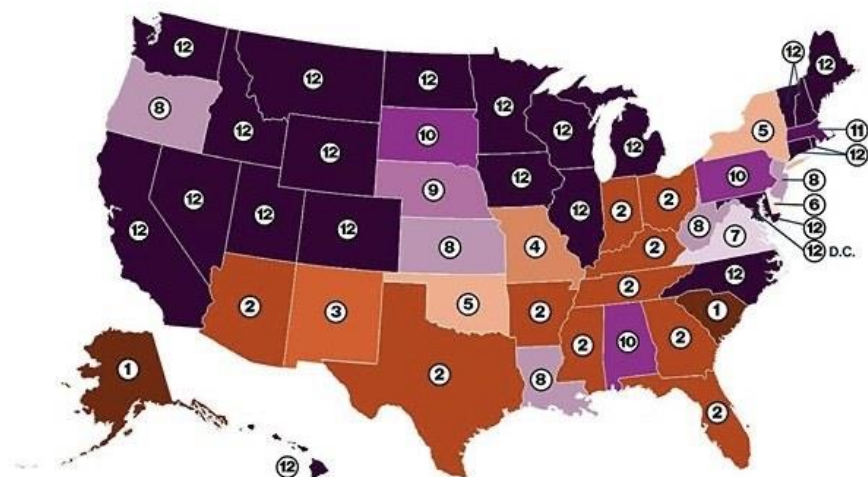
AAPulse Board Chair

## Know the Community



First things first—Are you registered to vote? Voter registration is simple and it can be done by online. Visit the [OrangeVoice site](#) and sign in with your credentials to register to vote. Depending on your state's voter registration rules, the site can help you either register online or walk you through additional ways to register. **Always update your voter registration when you move or change your name.** Your voter registration should match your license or state ID. Some states require you notify your local registration office of any name change. Brush up on your state or local election office's website voting particulars [here](#).

## 2020 Election: Latest Voter Registration Deadline



|             |              |              |                             |
|-------------|--------------|--------------|-----------------------------|
| ① October 4 | ④ October 7  | ⑦ October 12 | ⑩ October 19                |
| ② October 5 | ⑤ October 9  | ⑧ October 13 | ⑪ October 24                |
| ③ October 6 | ⑥ October 10 | ⑨ October 16 | ⑫ November 3 (Election Day) |

abc NEWS

1 - Credit: abc News

*"Every election is determined by the people who show up." — Larry Sabato*

@attnamericans

## request your vote-by-mail ballot before your deadline

|                 |          |                 |          |
|-----------------|----------|-----------------|----------|
| alabama**       | 10/29    | montana         | 11/2     |
| alaska          | 10/24    | nebraska        | 10/23    |
| arizona         | 10/23    | nevada          | 10/20    |
| arkansas**      | 10/27    | new hampshire** | n/a      |
| california      | 10/27    | new jersey      | 10/27    |
| colorado        | all mail | new mexico      | 10/20    |
| connecticut*    | 11/2     | new york*       | 10/27    |
| delaware**      | 10/30    | north carolina  | 10/27    |
| dc              | 10/27    | north dakota    | n/a      |
| florida         | 10/24    | ohio            | 10/31    |
| georgia         | 10/30    | oklahoma        | 10/27    |
| hawaii          | all mail | oregon          | all mail |
| idaho           | 10/23    | pennsylvania    | 10/27    |
| illinois        | 10/29    | rhode island    | 10/13    |
| indiana*        | 10/22    | south carolina* | 10/30    |
| iowa            | 10/24    | south dakota    | 11/2     |
| kansas          | 10/27    | tennessee**     | 10/27    |
| kentucky*       | 10/27    | texas*          | 10/23    |
| louisiana*      | 10/30    | utah            | all mail |
| maine           | 10/29    | vermont         | 11/2     |
| maryland        | 10/27    | virginia        | 10/23    |
| massachusetts** | 11/2     | washington      | all mail |
| michigan        | 10/30    | west virginia** | 10/28    |
| minnesota       | 11/2     | wisconsin       | 10/29    |
| mississippi*    | n/a      | wyoming         | 11/2     |
| missouri*       | 10/21    |                 |          |

\*excuse necessary \*\*excuse necessary, COVID-19 concerns accepted  
the information above is from @votesaveamerica as of 7/27/2020

2 - Click image to enlarge | Source: @attnamericans

Prior to COVID-19, voting in-person on Election Day was the most-used mode of voting. More than half of voters cast their ballots in person on Election Day. However, with a pandemic afoot, mail-in ballot will be many American's choice method of voting this year.

There's been a lot of chatter around mail and absentee ballots. [Here](#) is a resource specific to mail-in/absentee voting. Most importantly, make sure you sign your mail-in ballot!

### How to Feel Safe Voting This Year

- Georgia state law requires voter lists, including names and addresses of registered voters, be publicly available. If you or a family member needs confidentiality, voters who have been or may be subject to acts of family violence or stalking or currently reside in a family violence shelter can vote through the VoteSafe program. For more detail including eligibility requirements, please visit [here](#).
- Did you know? If you don't feel comfortable mailing in your ballot and you don't want to stand in the lines at the polls, you can request a mail-in ballot, fill it out and endorse it, but you don't have to mail it. Go to [orangevoice.com/gotv](https://orangevoice.com/gotv) to find your supervisor of elections to see where you can drop off your mail-in ballot at an authorized absentee ballot drop box. This way, your ballot gets in on time no matter what happens to USPS. No long lines or risk of infection at the polling place, just stopping by to drop it off. In some states, you're able to track it online to make sure it's verified.
- Ask your neighbors and friends if they need your help dropping off their ballot too!

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*"Collective action is power." – Dr. Camara Phyllis Jones, M.D., M.P.H., Ph.D.*

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**Vote early.** When you vote early, you ensure school, work, long lines, malfunctioning machines on Election Day *will not* hinder you or your vote from being counted.

### Resources

Voter suppression of voters of color and young voters is a scourge our country faces in states across the nation.

[Fair Fight](#) brings awareness to the public on election reform, advocates for election reform at all levels, and engages in other voter education programs and communications.

[Rock the Vote](#) is a nonpartisan nonprofit dedicated to building the political power of young people.

Dedicated to supporting and advancing diversity, the principal mission of the [Lawyers' Committee for Civil Rights Under Law](#) is to secure equal justice for all through the rule of law, targeting the inequities confronting African Americans and other racial and ethnic minorities.

Launched in 2018 by co-chairs Michelle Obama, Tom Hanks, Lin-Manuel Miranda, Janelle Monae, Chris Paul, Faith Hill and Tim McGraw, [When We All Vote](#) is changing the culture around voting using a data-driven and multifaceted approach to increase participation in elections.

### Know Yourself



Today is a new day and Black Lives Matter is still on the agenda. How are you feeling? Below are mental health resources to help you navigate through the weight our community is maintaining.



## A 4-Step Breathing Exercise to Cope With Difficult Emotions

1. Lie down with one hand on your belly and one hand on your chest.
2. Inhale through your mouth. Let your belly swell, then let the breath float to your chest. Exhale through your mouth.
3. Repeat at a comfortable pace for 7 minutes—or longer.
4. Write about what thoughts came to mind.

3 - Source: @healthy\_ish

[Sister Afya](#)'s mission is to sustain mental wellness within the diaspora through connecting to resources and supporting one another. From educating yourself on mental health conditions and healing options to strategies for social support and apps to track your process, Sister Afya's site is a clutch wellness resource.

If you're on Instagram, the [Nap Ministry](#) believes rest is a form of resistance and reparations and posts witty reminders to take much needed breaks.

Looking for community in the middle of Jumanji level six is a new challenge. [Ethel's Club](#) is a digital space for you to find your people, to heal, to be inspired, and to thrive.

[HealHaus](#) provides accessible, diverse, and inclusive wellness services, including livestreamed yoga, meditation, workshops and private sessions.

Through [Care Solutions for Life](#), a Home Depot sponsored program, you can get unlimited sessions (for you and anyone in your household, including roommates) through a therapist of your choice.

**Confidential support is available 24/7.** Call 1-800-553-3504 to speak to a clinician and set up your Employee Assistance Program sessions.

If you're searching for a Black therapist or a provider specific to your needs, visit [Inclusive Therapists](#) or [Therapy for Black Girls](#) (for men and women).

## Know Your History



Following the freedom of enslaved African Americans, the Fourteenth Amendment to the Constitution (1868) granted African Americans the rights of citizenship. However, this did not always translate into the ability to vote.

Black voters were systematically turned away from state polling places. To combat this problem, Congress passed the Fifteenth Amendment in 1870 which gave African American men the right to vote.

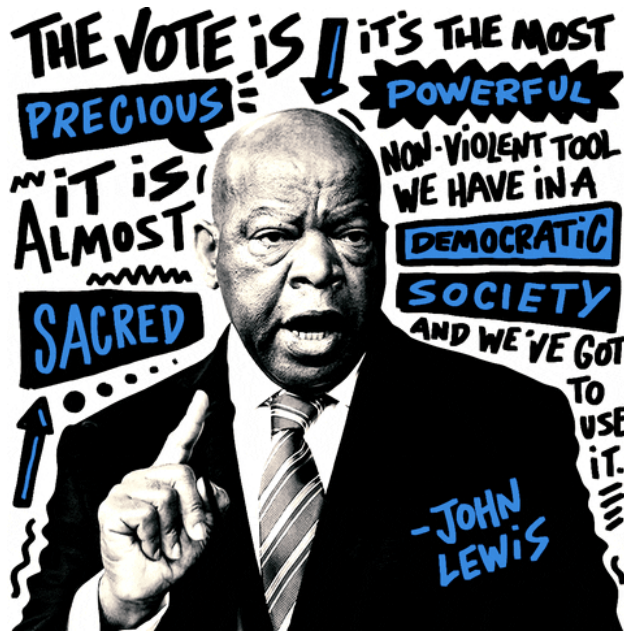
Nevertheless, intimidation and fraud were utilized to deter voter registration and voter turnout. Additionally, **poll taxes, grandfather clauses, white-only primaries, vouchers of “good character” and literacy tests** were some of the rules instituted to keep Black voters from the voting booths. When that didn’t work, they threatened and took the lives of those trying to exercise their right.

The right to vote was acquired at great cost of many lives and great suffering by our ancestors. Don't throw this right and freedom away.

The Pew Research Center reports while a record 137.5 million Americans voted in the 2016 presidential election, the Black voter turnout rate declined for the first time in 20 years in a presidential election, falling to 59.6% in 2016 after reaching a record-high 66.6% in 2012.

Simply put, Vote = Change. **If it didn’t, why would they try and stop you?**





### Alabama Literacy Test

This voting literacy test sought to make sure voters were educated enough to vote, was disproportionately administered to Black voters. Southern states especially administered voting literacy tests to dissuade Black people from registering.

Tests varied by state and content. The original Alabama test was 68+ questions, however, Louisiana had the [most impossible test](#)—there were no questions about the state's inner workings, nor the country's, but instead, 30 questions obviously designed to confuse the taker. Can you pass the test? (Click the test to enlarge.)

#### 1965 Alabama Literacy Test

1. Which of the following is a right guaranteed by the Bill of Rights?  
\_\_\_\_Public Education  
\_\_\_\_Employment  
\_\_\_\_Trial by Jury  
\_\_\_\_Voting
2. The federal census of population is taken every five years.  
\_\_\_\_True      \_\_\_\_False
3. If a person is indicted for a crime, name two rights which he has.  
\_\_\_\_\_  
\_\_\_\_\_
4. A U.S. senator elected at the general election in November takes office the following year on what date?  
\_\_\_\_\_
5. A President elected at the general election in November takes office the following year on what date?  
\_\_\_\_\_
6. Which definition applies to the word "amendment"?  
\_\_\_\_Proposed change, as in a Constitution  
\_\_\_\_Make of peace between nationals at war  
\_\_\_\_A part of the government
7. A person appointed to the U.S. Supreme Court is appointed for a term of \_\_\_\_\_
8. When the Constitution was approved by the original colonies, how many states had to ratify it in order for it to be in effect? \_\_\_\_\_
9. Does enumeration affect the income tax levied on citizens in various states? \_\_\_\_\_
10. Person opposed to swearing in an oath may say, instead:  
(solemnly) \_\_\_\_\_
11. To serve as President of the United States, a person must have attained :  
\_\_\_\_25 years of age  
\_\_\_\_35 years of age  
\_\_\_\_40 years of age  
\_\_\_\_45 years of age
12. What words are required by law to be on all coins and paper currency of the U.S.?  
\_\_\_\_\_

4 - Click image to enlarge

#### Answers to Alabama Literacy Test

1. Trial by Jury only
2. False (every 10 years)
3. Habeas Corpus (immediate presentation of charges); lawyer; speedy trial.
4. January 3
5. January 20
6. Proposed change, as in a Constitution
7. Life (with good behavior)
8. Nine
9. Yes
10. Affirm
11. 35
12. In God We Trust

5 - Click image to enlarge

## Voters Right Act of 1965

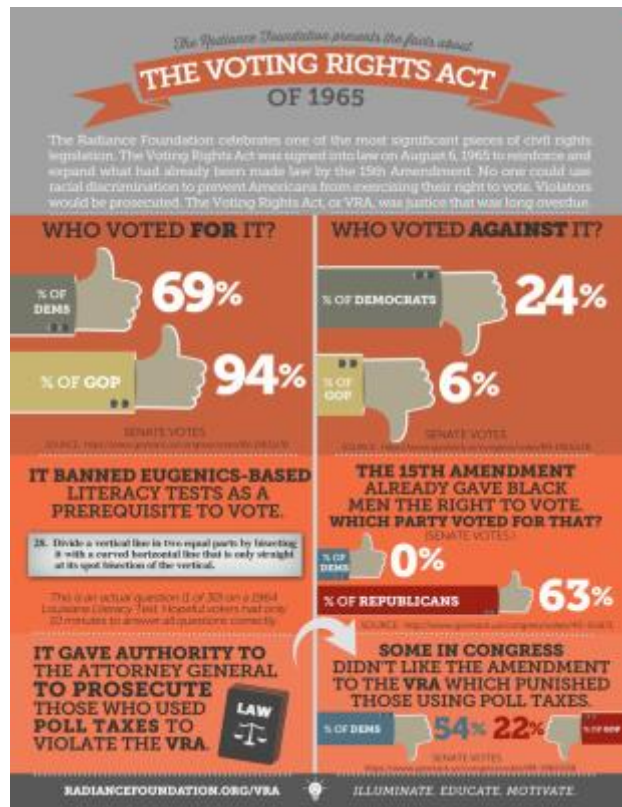
The Civil Rights Act of 1964, put an end to separate but equal, prohibiting discrimination in public places and employment discrimination illegal but it didn't end violence against African Americans trying to vote in the South. After state troopers attacked peaceful marchers in Selma, Alabama on March 7, 1965, also referred to as [Bloody Sunday](#), President Lyndon B. Johnson called for a strong voting rights law.

The Voting Rights Act is a historic civil rights law meant to ensure the right to vote is not denied on account of race or color. This law protects the fundamental right to vote for minorities.

Look through a [gallery of historical events](#) leading up to and after the Voting Rights Act of 1965

The American Civil Liberties Union outlines [major dates in voting history](#).

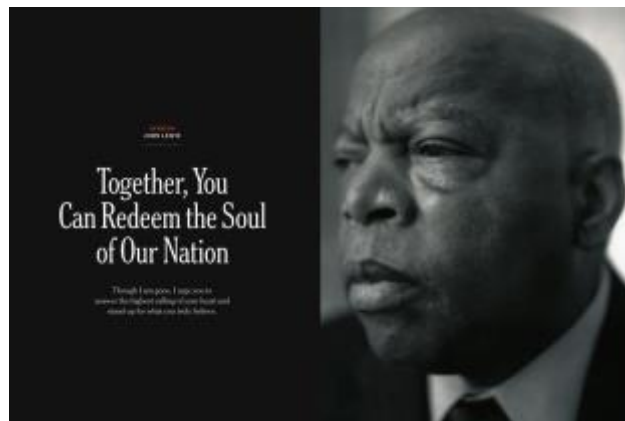
And History explores [when African Americans secured the right to vote](#).



6 - Click image to enlarge



7 - Click image to enlarge



8 - Read [John Lewis' essay](#)

Did You Know



Philip B. Downing—a Black man—designed a metal box with four legs which he patented on October 27, 1891. He called his device a street letter box; his design, a tall metal box with a secure, hinged door to drop letters, resembled the blue USPS mailboxes we see on sidewalks today.

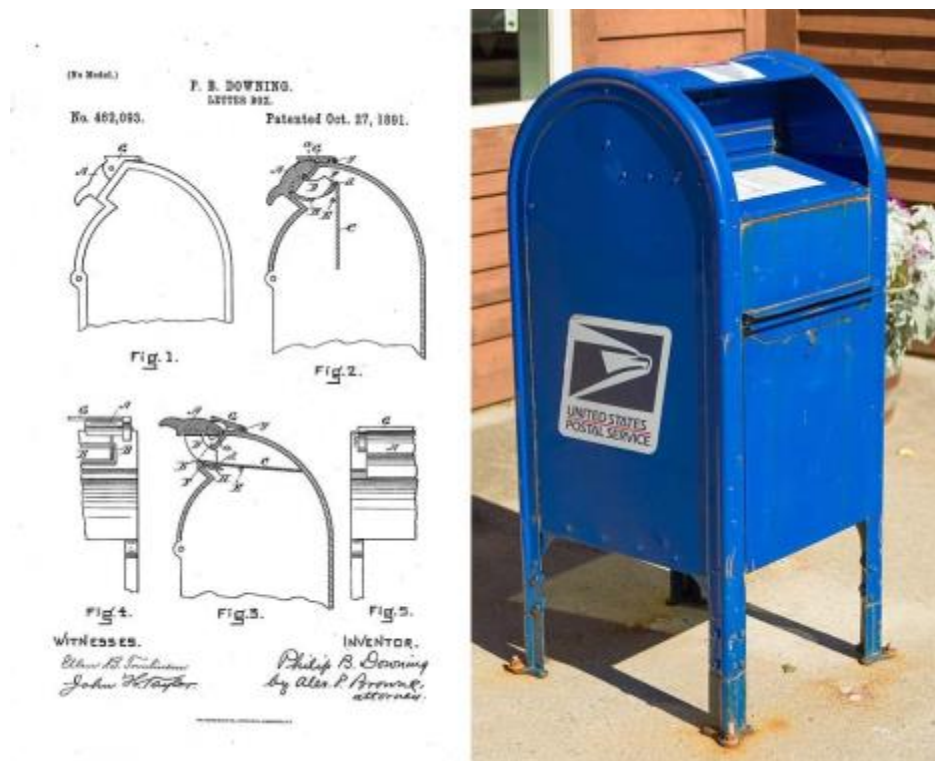
Prior to Downing's patent, those wishing to send mail usually had to travel —sometimes long distances to the local post office. Downing's "next gen" contribution provided convince in 1891, allowing for a quick drop off and easy pick-up by carrier. His idea of a hinged opening prevented weather from damaging mail inside the box.

Downing was also responsible for inventing the light switch. He patented an electrical switch which allowed railroad workers to supply or shut off power to trains at appropriate time s. It was this design innovators would later use to create electrical switches such as light switches used in our homes.

Read more about Phillip D. Downing [here](#).



9 - Source: Via Giphy @intoaction intoactionlab.com



10 - Click image to enlarge

## Know the Business



Proudly representing the hundreds of thousands of Home Depot associates across the country, our Government Relations department helps you **Make Your OrangeVoice Heard** and personally works to affect the decisions of government—at the local, state, national and international levels.

Check out a [sneak peek](#) of The Home Depot's comprehensive guide on all things voting.



In this associate resource you can register to vote, research candidates and where they stand on current issues, locate resources specific to your location — like early voting information and more.

Visit [orangevoice.com/gotv](https://orangevoice.com/gotv) and sign in with your credentials today!

**ORANGE VOICE** PAC TAKE ACTION ISSUES STORE WALKS ABOUT US RESPECT FOR ALL PEOPLE

## ELECTION RESOURCES

Upcoming Elections in **Georgia**  
To view a full list of elections and candidates, [enter an address](#).

**REGISTER TO VOTE**

| Date   | Election                                                                   | Action                                                                                                       |
|--------|----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| JUN 09 | Georgia Presidential Primary (Dem & Rep) Election<br>Tuesday, June 9, 2020 | <a href="#">Add to calendar</a><br><a href="#">Outlook</a> , <a href="#">iCloud</a> , <a href="#">Google</a> |
| JUN 09 | Georgia Primary Election<br>Tuesday, June 9, 2020                          | <a href="#">Add to calendar</a><br><a href="#">Outlook</a> , <a href="#">iCloud</a> , <a href="#">Google</a> |
| AUG 11 | Georgia Primary Runoff Election<br>Tuesday, August 11, 2020                | <a href="#">Add to calendar</a><br><a href="#">Outlook</a> , <a href="#">iCloud</a> , <a href="#">Google</a> |
| NOV 03 | Georgia General Election<br>Tuesday, November 3, 2020                      | <a href="#">Add to calendar</a><br><a href="#">Outlook</a> , <a href="#">iCloud</a> , <a href="#">Google</a> |
| DEC 01 | Georgia General Runoff Election<br>Tuesday, December 1, 2020               | <a href="#">Add to calendar</a><br><a href="#">Outlook</a> , <a href="#">iCloud</a> , <a href="#">Google</a> |

### Candidates

President of the United States

- Joseph Biden**  
Democrat
- Donald Trump**  
Republican - incumbent

U.S. Senate

- Al Bartell**  
Independent
- Allen Buckley**  
Independent
- Douglas Collins**  
Republican

## Associate Spotlight: Brenda Tarber



## GROWING UP

### Where were you born and raised?

Waycross, Georgia

### Describe your family unit.

I hail from a LARGE family as I'm the 9th of 10 children - all single births to my very proud parents! Having that many older siblings was a catch-22 as by the time I was growing up, my parents had slightly "relaxed" with their rules BUT that also meant I had 8 other parental figures that loved to offer "guidance" \*\*\*Insert eye-roll\*\*\*

### What were your dreams as a child?

For as far back as I could remember, I've had aspirations to be a pediatrician and develop a cure for ALL childhood ailments...this changed quickly when I realized that I wasn't a fan of Biology/Chemistry/Physics!

### What is your educational background?

I earned my Bachelor of Business Administration degree in Supply Chain Management with emphasis in Logistics from Georgia Southern University - the REAL GSU! :-)

### Who inspired the younger you?

I didn't have to look far to be inspired as my siblings each inspired me in different ways based on who they were and who they were becoming. Each went a different path to what they deemed a successful life but I could consistently see each had ambition, discipline, and a thirst for knowledge.

## What Voting Means to Me

The importance of voting truly lies in the power of striking a singular sound and transforming that small sound to a collective, mighty voice that will be influential to invoke change. Exercising my right to vote is a necessity! There are many who have come before me that were not afforded this right and died fighting to be included in the process – I stand on those shoulders and I find it a privilege to honor them in this way. In addition, getting involved politically is yet another way for my voice to be heard in driving the change I want to see in the world we live in.

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*There's far more power in WE THE PEOPLE than that of any candidate on a ballot and understanding how we wield this power through the political process will be key as we work together to create the world that we want for those that will one day stand on our shoulders.*

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## THE HOME DEPOT

### What was your first job at Home Depot?

Technically, my first job was as an intern at the Savannah Import Distribution Center before coming on board to the SSC a few years later as an Inventory, Planning, and Replenishment Analyst supporting D27E lightbulbs.

### How long have you been with THD?

13 years

### What is your current role??

Associate Product Development Merchant supporting D28I Cleaning and Fire

### Do you have a THD mentor? (Official or un-unofficial)

I actually have several with very diverse backgrounds and at various levels of their own career at THD

### What makes you orange-blooded?

Just as the Company strives to put our customers first, I put my best foot forward in doing the same with not only the customers that are in our stores, but MY customers who are the associates that I support each day either through my work or mentorship.

## FAVORITE THINGS

### What is your favorite Book?

Song of Solomon by Toni Morrison - a Classic!

### What is your favorite movie or tv show?

There are so many great movies out there but would have to say The Best Man is one that I will watch again and again. I'm an Investigation Discovery TV (IDTV) junky...I think I may have missed a calling to be a detective 😊

### What is your favorite song?

Gee, I don't have a favorite song - there are WAYYY too many that I love to pinpoint just one!

### Who is your favorite artist/entertainer?

The multi-talented Prince Rogers Nelson!

### What is your favorite pastime or hobby?

Ancestral research; I've spent the past 3 years discovering my family as far back as 7 generations – this is quite a feat for those that are of African descent!

13 - Click image to enlarge

## OFF THE CLOCK

### How do you take care of you?

I make the time to relax and decompress and am a stickler for listening to my body - I've become really comfortable with saying "no," with no explanation needed, when anything infringes on my "me time" 😊

### How do you give back?

I'm a firm believer that my vessel is most full when I've poured into others - volunteering and mentoring young girls within my community are amongst my favorite.

### Who is your hero?

My sister, Donna. My family and I lost her to colon cancer in June and I watched her fight with such determination and resilience all while remaining true to who she was in spite of the circumstances - I stood in awe of her many times!

### What issue keeps you up at night?

The lack of humanity as it manifests itself into racial injustice/inequality, human trafficking, poverty, and many others - there's much work needed!

### What is your personal mantra?

"Live Your Dash" - inspired by *The Dash* by Linda Ellis

14 - [Click image to enlarge](#)

## Hidden Figures



We salute these three African American women for their unwavering courage and their unfaltering commitment in the fight for justice and equality for all.



15 - [Ella Baker](#)





16 - [Ida B. Wells](#)



17 - [Fannie Lou Hamer](#)

Embed://<iframe src="https://www.npr.org/player/embed/903237839/903269514" width="100%" height="200" frameborder="0" scrolling="no" title="NPR embedded audio player"></iframe>

## Mark Your Calendars



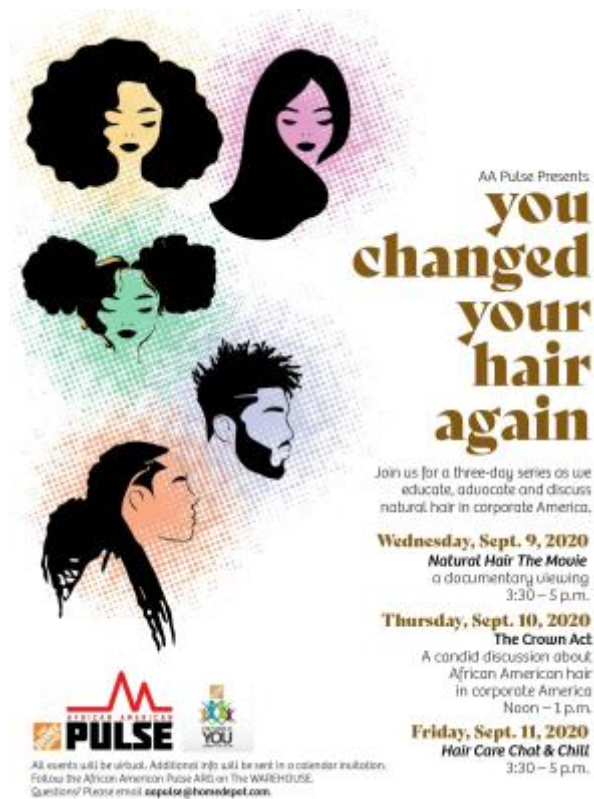
  
**Caring Conversations:**  
A Virtual Town Hall  
**Wednesday, September 2, 3:30 - 5 P.M.**  
facilitated by  
**Teresa Wynn Roseborough**

**Kristen Clarke**  
President and Executive Director of  
The Lawyers' Committee for  
Civil Rights Under Law

The principal mission of the  
Lawyers' Committee for Civil  
Rights Under Law is to secure  
equal justice for all through the  
rule of law, targeting in particular  
the inequities confronting African  
Americans and other racial and  
ethnic minorities.



18 - Click image to enlarge



19 - Click image to enlarge

[CivicDinners](#) is a platform bringing people together to have conversations that matter — virtually. Please join **September 20**, as the conversation will be about race equity and voting rights, especially during a pandemic crisis, with a short play written by Paris Crayton, followed by a presentation by Rashad Robinson, President of Color Of Change and include facilitated intimate conversations in small groups. Sign up [here](#) to attend.

## Contact & Credits

Follow the African America Pulse ARG on The Warehouse: [AA Pulse ARG](#)

Questions? Please email: [AAPulse@homedepot.com](mailto:AAPulse@homedepot.com)

Want to join the African American Pulse ARG: [click here](#)

This newsletter was designed by [Regina Malloy](#) and edited by [Jasmine Nehilla](#)