

# HUNTER:

DIVERSITY IN ACTION NEWSLETTER

JUNE

CELEBRATING PRIDE  
AND JUNETEENTH

June is both a celebration of the LGBTQIA+ community and the Black community, and a call-to-action for their liberation from hate, intolerance and oppression. This time can be accompanied by a mixture of joy and frustration, since sometimes it feels like celebrating the community only goes so far in fighting ignorance, misinformation, and dangerous legislation.

2023 marks the fourth consecutive record-breaking year for anti-trans legislation in America. According to the [Trans Legislation Tracker](#), 556 bills have been introduced in all 50 states. 86 of those bills have passed, 365 are active and 106 have failed. Such legislation has the power to rob our communities and hinder their ability to experience full and abundant lives, especially Black and Brown trans people who experience hate crimes, rejection by their families and loss of life at disproportionate rates.

In this month's newsletter, you'll find resources, inspiration, and actions you can take!

## DEI IN ACTION

Throughout June, the HUNTER Action Group has partnered with Housing Works to host a clothing drive in the New York City office. Housing Works is a “healing community of people living with and affected by HIV/AIDS. The mission is to end the dual crises of homelessness and AIDS through relentless advocacy, the provision of lifesaving services, and entrepreneurial businesses that sustain



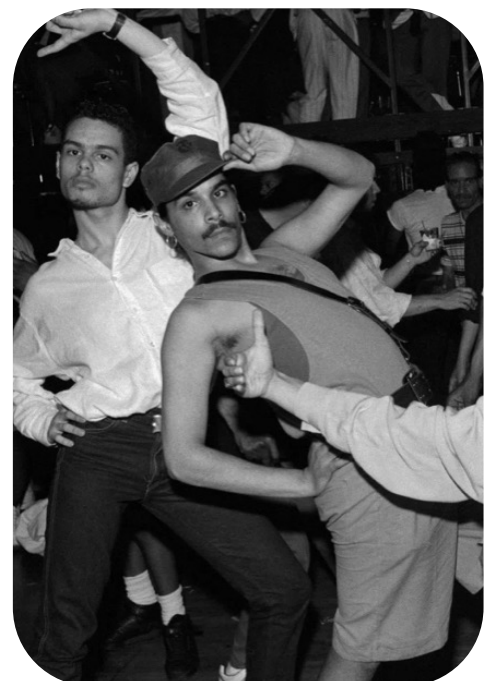
their efforts.” The gently used clothes, shoes, and accessories we donate will be sold at Housing Works thrift stores around New York City. Proceeds from thrift store sales go directly to testing, treatment, and prevention of HIV/AIDS, as well as safe and affordable housing and other advocacy initiatives.

To further support the LGBTQ+ community, join Housing Works and other impactful organizations at this year’s Queer Liberation March on June 25th from 2-8pm at Foley Square. You can also directly donate to Housing Works here.

## WORDS THAT MATTERS

“Shady...lol”  
“um WERK”  
“yaaasss”  
“this pic is giving me life”

The four quotes above—plucked from employee comments left on HUNTER’s Slack—highlight a few turns of phrase you’ve likely used yourself and read in the comments section of popular social media sites like Instagram, TikTok and Twitter. These kinds of quips are undoubtedly fun to say, and they’re always at the ready when you need to pepper your conversation with timely insta-sass. **But where do such expressions come from?**



As [Mic](#) puts it, somewhat hyperbolically, “Pretty much everything we say comes from the world of drag queens.” The news and opinion website goes on to explain that **“much of drag vernacular comes from Black gay culture**, which is particularly interesting given the strange relationship it has had with white gay culture.” The website [JUV Consulting](#) points out that terms like “I’m living for this look!” come “from a once underground scene that has influenced so much of our modern-day lives and mainstream culture for good–ball culture.”

You already know a thing or two about ball culture if you’ve ever watched the essential 1990 documentary *Paris is Burning*, currently available to [view for free on YouTube](#) (and highly recommended). The scene—largely comprised of “LGBTQ+ Black and/or Latinx people” (per JUV)—is also explored in shows like [Pose](#) and [Legendary](#).

JUV Consulting writes that ballroom culture has been “watered down” and “even commercialized... within the larger media landscape.” The site recommends that marketers and brands ask themselves whether they’re “supporting and directly engaging with this community[...]. What are you doing to support this community? Are you giving your time (volunteering), your treasure (money), or your talent (skills)?”

For additional reading on this subject, check out:

[“Why Voguing and the Ballroom Scene Matter Now More Than Ever,” Time](#)

[“The Historic, Mainstream Appropriation of Ballroom Culture,” them](#)

[“An Explanation of Queer Cultural Appropriation,” Oprah Daily](#)

[“Strike A Pose? Voguing, Ballroom & Cultural Appropriation,” The Quietus](#)

# WORK THAT MATTERS

## A CONVERSATION ON BEING BLACK IN COMMUNICATIONS



As part of HUNTER's Juneteenth celebration, six Black content creators, journalists, and editors came together to engage with HUNTERs in a lively and meaningful exchange of ideas and perspectives.

On Monday, June 12th, Panelists Jenna Caldwell, Antuan Byers, Eni Popoola, Everic White, Kysha Harris, and Dominek Tubbs were brought in by the agency's Black Employee Resource Group and

Action Group to speak to their experiences as Black people in the industry. Moderated by HUNTERs Ceronne Mitchell and Rich Small, the discussion allowed both staff and panelists to ask questions and discuss how to better support the symbiotic relationship between our agency and the roles represented by the panelists.

Some takeaways from the conversation include:

- People of diverse backgrounds should not be the only ones uplifting diverse voices and telling diverse stories.
- It's important to be intentional when reaching out to Black creators: make sure the brand you want them to represent purposefully serves their identity and community.
- Even if someone is from an underrepresented community, it doesn't mean they have the desire to speak on the social issues impacting them in their content.

## JUNETEENTH RESOURCES

- **Learn the true history of Juneteenth** – Read [Juneteenth, explained](#) to learn more.
- **Donate to Mutual Aid and Black Organizations** – Mutual Aid funds are community-created funds that crowdsource resources to help support members with medical bills, rent, cash bail, grocery supplies, and other necessities. Here is a list of [Black Organizations](#) in the US and NYC area you can also support.