WARRIOR QUEEN PROJECT Supporter Action Kit

Thank you for supporting Warrior Queens.

Every day I see Asian American and Pacific Islander women and girls who bravely define themselves through their voice, determination, boldness, fierceness and sisterhood. Like you, these women are Warrior Queens. Whether they are an essential worker, caring for children or family, defying racist stereotypes or breaking glass ceilings, the Warrior Queen Project exists to support them. You're an important part of that support.

When I told the story of "The Warrior Queen of Jhansi," I wanted to inspire mainstream audiences with a real-life AAPI heroine on the big screen. Rani Laxmi Bai of Jhansi, India is an inspiration in many ways, but mostly because she did what she believed was right in the face of corporate power play, greed and colonialism. Her legacy fueled India's independence nearly 100 years later.

Whatever your own battles in this modern era, your support means a lot to a Warrior Queen. This fierce side of ourselves isn't always encouraged, and that's why the Warrior Queen Project is so important: Not only uplifting women and girls like us, but providing tools for the selfwork and community support that leads Warrior Queens to thrive.

Use this Warrior Queen Project Action Kit to begin your journey. You'll follow along the Rani's story in exclusive storyboards from the Hollywood movie, with tips for being an effective supporter. I hope you'll share your experience with us on Instagram @WarriorQueenProject or using #WarriorQueen.

Founder, The Warrior Queen Project



This Action Kit will help you support a Warrior Queen in your life. You'll discover the Rani of Jhansi's story, along with tips for being an effective supporter.

A Warrior Queen's journey involves the traits and statements in the following pages. Reflect on Rani Laxmi Bai's story, and especially those who supporter her. You can print this whole kit, or simply the tips pages.



VOICE

You have a powerful voice. Use your voice to speak for yourself and advocate for other AAPI women and girls.

Rani Laxmi Bai was born on November 19, 1828 in Jhansi, India as Manikarnika. The country was occupied by the British, and ruled by the British East India Company.

At the age of 14, she married Gangadhar Rao, Maharaja of Jhansi.





When her son died as an infant, Rani Laxmi Bai was 23. Two years later, she and Gangadhar adopted a son, Damodar Rao, as heir to the Jhansi throne. One day later, Gangadhar died, leaving Laxmi Bai to rule Jhansi.

The Rani would have to find her voice to advocate for her kingdom.

VOICE

First understand what the Warrior Queens in your life are experiencing. Listening and staying curious about the Warrior Queen experience is key.

Create space for Warrior Queens to use their voice. Whether it's making sure a Warrior Queen is heard in a work meeting to hiring diverse voices onto a team, find opportunities to let Warrior Queens shine. Share content, art, writing and stories from Warrior Queens instead of talking on their behalf.

Read a book written by a Warrior Queen or AAPI author.

Where can you create space for a Warrior Queen to use her voice?

One powerful tool to commit to the #WarriorQueen mindset is to create your own mantras, which are affirmations or positive statements, to help you reprogram your mind and believe in the most empowered version of yourself. Create a personal mantra to commit to your goals for giving Warrior Queens a platform for using their voice:

DETERMINATION

Know your mission and never quit working for it. Take aligned and intentional actions. Be willing to go beyond stability and comfort to achieve it.

The Rani was determined to lead the people of Jhansi following Gangaadhar Rao's death. She was also determined to see her son maintain rule of the kingdom.



The Rani began a furious campaign to challenge the Doctrine of Lapse the Company used to deny Damodar's—and Laxmi Bai's—rule. Hesitant to challenge the British outright, she appealed the imposition of British East India Company rule for a year. Rani Laxmi Bai remained a leader of her community, determined to uphold her duty as Rani.

DETERMINATION

Support businesses owned by AAPI community members, especially Warrior Queens.

Let a Warrior Queen know you appreciate her efforts!

Recruit, pull and promote from a diverse pool. Study after study, including a 2015 McKinsey report on diversity's impact on financial returns, show these teams outperform their homogenous peers. From work teams to book clubs, lead your community to form diverse groups.

Where can you create space for a Warrior Queen to be determined?

Create a personal mantra to inspire determination:

BOLDNESS

Defy tradition when you see that old ways of doing things prevent justice, equity and inclusion. Shine light on a new path.





As a widow, Rani Laxmi Bai was required by her religion and culture to shave her head, dress only in white, and only eat bland food, among other rules.

The Rani decided that following tradition would only surrender Jhansi to the British. She believed disappearing from her public role as queen when her people needed her was counter to her duty.

She took bold action in defying traditions that no longer served her or her community.





BOLDNESS

Get politically active! Support AAPI and women candidates for office by volunteering and donating.

If you see harassment, deploy the 5Ds of bystander intervention, as defined by the nonprofit Hollaback!:

- Distract create a diversion to de-escalate the event.
- Delegate find someone else, like law enforcement or store management, to help
- Document record what's happening on your phone that could be used as evidence.
- Delay wait until the incident has passed to check up on the victim.
- Direct direct intervention between the assailant and the victim.

Where can you create space for a Warrior Queen to be bold?

Create a personal mantra to commit to supporting the bold actions of a Warrior Queen:

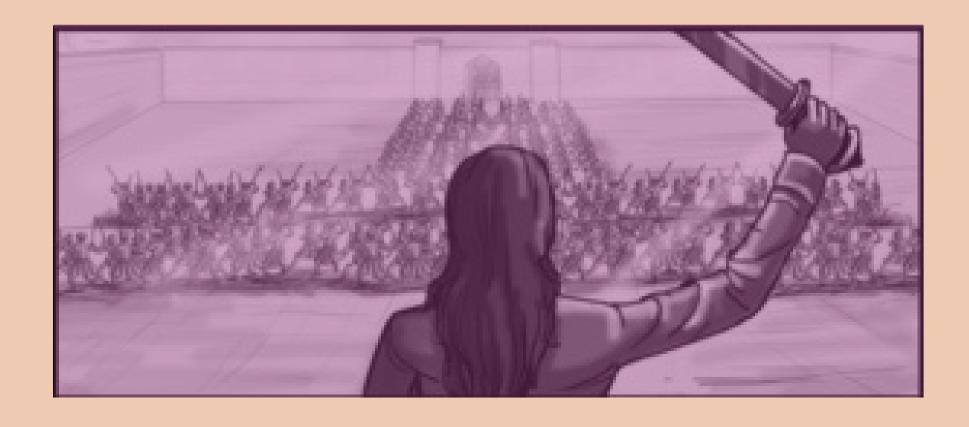
SISTERHOOD

Rising as a Warrior Queen requires community. Build your tribe of like minded women and allies. Don't be threatened by strong women, be inspired by them.



From 1854-1857, Laxmi Bai ruled her people in spirit and action, if not by law. During this time, she trained them to fight as a militia. The Rani of Jhansi also created and trained an all-female cavalry unit to fight alongside her.

When Britain forced Indian soldiers to fight in support of East India Company rule in 1856, Rani Laxmi Bai would have to lead her sisters-in-arms into battle after battle.



SISTERHOOD

Learn about the racist stereotypes Warrior Queens must combat every day. From the Model Minority myth to sexualized objectification, a Warrior Queen must overcome a lot of historical bias before she even steps onto the battlefield.

Ask her how she's doing. And listen.

Create an open dialog in team meetings, clubs, and discussion groups. Ask members to be open about prejudices they see, how they feel and what each can do about it.

See yourself as a Warrior Queen supporter—a role model for others. No matter who you are, your own community looks to you to set an example.

Where can you create space to support others?

Create a personal mantra to commit to building and supporting your community:

RESILIENCE

Know that when you pursue something great, battles are inevitable but whatever challenges come your way, you are resilient and intelligent enough to move through them.



Beginning in 1857, Rani Laxmi Bai fought for her people and her home through a massacre, an attempted coup, and attacks from two neighboring kingdoms. All the while, the British were looming over Jhansi. Still, the Warrior Queen was resilient.

She escaped the British siege of Jhansi in 1858 with Damodar on her back. The Rani fought two more battles against the British before her death in battle in June 1858. She was 29.





RESILIENCE

Warrior Queens are tough. Sometimes they just need a shoulder to lean on while they catch their breath.

Give space to let the hard fights be hard. You know the Warrior Queens in your life will rise each time they fall. When she's down, empathize with her and let her know you're there to listen.

Speak up against laws, issues or speech that harms Warrior Queens and our communities. You may have to push back against loved ones, which can be uncomfortable. Your leadership makes a difference, though.

Where can you create space to allow a Warrior Queen to learn and grow?

Create a personal mantra to help you and those you support recover quickly from any setback:

SHARE YOUR STRENGTH and empower others

Finding support with community is necessary for a #WarriorQueen to develop.

Share your support of AAPI women and girls with your networks and with us. Below you'll find social inspiration, templates and offline actions.



Sample Social Ideas

- Tell your network what made you feel strong today.

 Maybe it was your outfit, or the preparation you did for a class or project. Whatever you were strengthened by may help someone else find their own resilience!
- Share your own Warrior Queen inspiration. Whose example have you followed in your own life?
- Create a post that shares why you feel it's important to support Warrior Queens.

Sample IRL Actions

- Host a screening of 'The Warrior Queen of Jhansi'
- Read a book that challenges you to grow
- Take a friend to coffee and only talk about your wins

Sample Social Posts

Pair these with a photo that makes you feel powerful, a piece of art that reflects your strength, a video promoting your big wins, or use one of our pre-made Instagram <u>Posts</u> or <u>Stories</u> graphics.





- I support the AAPI women and girls in my life who are defining themselves at this critical moment #WarriorQueen
- Every girl deserves to grow up to be a #WarriorQueen.
- I've got a #WarriorQueen's back.