

12 ACTION STEPS— this is just a start ☺

1. **Take a Stand Against Racism:** Have difficult and hopeful conversations with family, friends, neighbors, colleagues.
2. **Be Willing to Put Something on the Line:** Be intentional about making change. Reflect on effective actions you can take. Share your ideas with others.
3. **Educate Yourself and Others:** Take responsibility to seek out reliable sources of information and learn as much as you can about your history, the origins of racism and what it means to be anti-racist.
4. **Vote:** Register to vote, register others. Become a part of electing public officials at all levels of government, locally and nationally who support racial justice and have plans to implement effective policy change. Assist neighbors, community members in getting to the polls.
5. **Run for Office Locally, Nationally:** You can make a direct impact in your own community and in Washington.
6. **Support Black Owned Businesses:** Use your power as a neighbor, consumer, shareholder to bring about economic justice and empowerment of black entrepreneurs and black communities.
7. **Advocate Employers to Stand against Racism:** Advocate internally for policies that combat bias. If you are in a position of power implement racial equity policies, frameworks
8. **Let your Elected Officials Know:** Tell them you support criminal justice and community policing reforms in your community and nationally including the George Floyd Justice in Policing Act which as of now currently stalled in the Senate. Please contact your senators and work locally for reform in your own community. According to the NAACP **“Congress can create incentives for change but ultimately it’s city councils, police unions, mayors and community boards that have the biggest impact on local policing policies.”**
9. **Donate Time, Raise Funds:** Support Local, National and International organizations working for racial, economic, and environmental justice. Help organize public forums, fundraising events; volunteer your skills, talents, brilliant ideas, warm hearts.
10. **Build Coalitions:** Work to build “united fronts” wherever/whenever possible: groups of friends, neighbors and organizations that work and learn together across lines of race, class, religion, even geography--to support racial, social, and environmental justice
11. **Encourage your Elected Representatives to Declare Racism a Public Health Emergency**
12. **VOTE**