

23 Action Steps

1. Consider belongingness.
2. Strive for reciprocal exchanges.
3. Talk about absences.
4. Be aware of the impact of language. Use inclusive language and rebuke the use of language that is harmful.
5. Stick to the goal. Don't let bias stop you from working with the people you need to in order accomplish something.
6. Be proactive rather than reactive. Think proactively about how you can help create spaces where everyone feels included.
7. Notice bias.
8. Watch yourself and learn from it.
9. Broaden your definition of racism, discrimination, privilege, homophobia, transphobia, heterosexism etc
10. Acknowledge how racism/discrimination/privilege has shaped you and your colleagues.
11. Pay attention to intersectionality.
12. Accept your limitations.
13. Don't let other people set the standard for you.
14. Get comfortable with humility.
15. Educate yourself.
16. Accept that effect counts more than intention.
17. Listen to people of color /LGBT people/folks that lack privilege/people with disabilities and accept their truth.
18. Actively promote change in how systems are organized around privilege. Openly choose and model alternative paths.
19. Support colleagues working towards diversity and inclusion.
20. Continually recognize that you make these commitments to create change for yourself, not for a marginalized other. Diversity and inclusion are for all of us.
21. Challenge expressions of homophobia, heterosexism, transphobia, racism, sexism etc
22. Speak up and do your part.
23. Don't stop!