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!

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