

ACTUALIZING CHANGE

- START TO FINISH -



1. ACCEPT

Institutional and systematic racism exists. Police brutality exists. America was built on racism. America needs to be fixed.



2. LISTEN



3. CREATE A DIALOGUE

4. PERSONAL PLAN



5. INSTITUTIONAL PLAN

IMMEDIATE

- Reading, workshops, and seminars. Consuming media created by, not about BIPOC. Supporting BIPOC businesses. Calling out racism when you see it.

SHORT TERM

- Examine community and surroundings. Develop an anti-racist stance.
- Work with diverse leaders to expand knowledge.

LONG TERM

- Community Outreach. Minority Mentorship. Make diversification a quality of life. Build relationships with BIPOC individuals and groups. Work with BIPOC charities.

6. IMPLEMENTATION

7. REMOVE BARRIERS

If there are systems, people, and other barriers that prevent change, they must be changed or altered. If that can't happen, they must go.

8. ASSESS

Where did you succeed, where did you fail. Learn from your mistakes and start over. Change isn't a one time process, it's continual.

