People are asking what they can do to support the Black community. We have pulled together some ideas and actions that we hope will get you started.

**LEARN**

- Read books about the experience of Black people in America.
- Follow Black organizations and leaders on social media.
- Explore and connect with Black-owned or led organizations in your industry.
- Explore resources about unconscious bias, its impacts, and steps you can take to interrupt its impact on the decisions you make and actions you take.
- Take time to reflect on your own experience and role in creating more inclusion in your personal life, work life, and in society.

**CONNECT**

- Reach out and check in - now and ongoing (e.g. ask how are you doing? how can I support you personally?) but do not push.
- Listen more.
- Be authentic and show empathy.
- Ask permission to ask questions and talk about their experience and your privilege—people are individuals with their own experiences, there isn’t just one.
- Deepen your connections, share your traditions, be curious and authentically invest in building strong relationships.

**CONTRIBUTE**

- Do business with Black-owned businesses.
- Volunteer with organizations that support Black youth.
- Mentor a Black student.
- Donate to college funds for Black students and to Historically Black Colleges and Universities (HBCUs).

**MODEL AT HOME**

- Talk about racial issues openly with your children and family. Encourage children to actively engage and lead discussions.
- Provide books and toys that represent people of all different backgrounds.
- Invite a diverse range of people into your social circle and celebrate aspects of each other’s cultures together.

**ACT AT WORK**

- Diversify and expand your networks.
- Seek out untapped talent and provide opportunities.
- Ask for (and demand) diverse slates of candidates for hiring and promotion.
- Actively invite a range of perspectives and voices on all your teams.
- Mentor or sponsor a colleague.
- Actively support and sponsor Black Employee/Business Resource Groups and their initiatives.
- Notice what people are experiencing and ask how their experience differs from yours.

**GET ACTIVE**

- Get involved in your local community.
- Contact local leaders, share your concerns, and ask what they are doing to change the status quo.
- Identify and support candidates across the country.
- Join boards and organizations that support the Black community.
- Contribute your time or money towards justice system reform.

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**WHAT CAN I DO?**

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WHERE CAN I START?

This is just a sampling of the many resources available. Take the time to explore and go deeper into the areas of most interest to you.

### READ
- **White Fragility** by Robin DiAngelo.
- **The New Jim Crow** by Michelle Alexander.
- **How To Be An Antiracist** by Ibram X. Kendi.
- **Between the World and Me** by Ta-Nehisi Coates.
- **White Rage: The Unspoken Truth of our Racial Divide** by Carol Anderson.
- **The Person You Mean to Be: How Good People Fight Bias** by Dolly Chugh.
- **Brittany Packnett Cunningham**: American activist, co-founder of Campaign Zero, co-host of the American political podcast “Pod Save the People”.
- **Ava DuVernay**: American filmmaker, director, and film distributor.
- **Alicia Garza**: American civil rights activist and editorial writer. Principal at the Black Futures Lab, co-founder of the Black Lives Matter movement.
- **Ibram X. Kendi**: American author and historian who teaches at American University.
- **Wes Moore**: American author, social entrepreneur, television producer, and US army combat veteran.

### LISTEN TO BLACK VOICES
- **Campaign Zero**: Dedicated to police reform and works with a 10-point plan aimed at reducing violence.
- **The Loveland Foundation**: Committed to showing up for communities of color in unique and powerful ways, with a particular focus on Black women and girls.
- **National Association for the Advancement of Colored People**: The vision of the NAACP is to ensure a society in which all individuals have equal rights without discrimination based on race.
- **Color of Change**: Designs campaigns powerful enough to end practices that unfairly hold Black people back, and champion solutions that move us all forward.
- **The Southern Poverty Law Center**: Specializes in civil rights and public interest litigation.

### VOLUNTEER
- **Big Brothers Big Sisters**.
- **iMentor**.
- **Black Girls Code**.

### BE AN ALLY
- **Pay attention to how people are treated and when you see injustice, speak up**.
- **Find someone who will provide you with honest feedback. Ask for feedback regularly and hold yourself accountable**.
- **Be prepared to understand and empathize around the challenges that exist for Black people, do not discount their perspective**.
- **Join a community group focused on race, equity and justice**.

### EXPLORE THESE ORGS
- **Catalyst course on edX**.
- **Watch the Ted Talk by Verna Myers on How to overcome bias**.
- **Take a course at work to explore your own biases and start the work of interrupting them**.