

## Call to Action Strategies – Top 10 Recommendations

### Changes We Can Make Personally

1. Watch 13<sup>th</sup> on Netflix. Better yet, get a group of friends together and watch 13th.
2. Listen without ego and defensiveness to people of color. Truly listen. Don't scroll past articles written by people of color — Read them.
3. Don't be silent about that racist joke. Silence is support.
4. Seek out a diverse group of friends for you. Practice real friendship and intimacy by listening when POC talk about their experiences and their perspectives. They're speaking about their pain.
5. Be honest about our history. One genocide, another genocide, then apartheid. It sucks, but it's true. We'll never be free from our history unless we're honest about it. Denial is our pathology, but the truth will set us free.
6. If you have a close relationship with a young person of color, make sure he/she knows how much you love them. Love and affirm that child.

### Changes We Can Make in Our Communities

7. Google whether your city or town currently employs evidence-based police de-escalation trainings. The racial make-up of your town doesn't matter — This needs to be standard everywhere. Write to your city or town government representative and police chief and advocate for it. Multiply your voice by soliciting others to advocate as well, writing on social media about it, writing op-eds, etc.
8. Many companies have recruiting channels that are predominantly white. Work with your HR department to recruit Americans who are descendants of enslaved Africans. Recruiting from HBCUs is a good start. Work to put descendants of enslaved Africans already hired under supportive managers.
9. Support black businesses. Find them on [WeBuyBlack](#), [The Black Wallet](#), and [Official Black Wall Street](#).
10. Call or write to your state legislators and governor to support state-wide criminal justice reform including reducing mandatory minimum sentences, reducing sentences for non-violent drug crimes, passing "safety valve" law to allow judges to depart below a mandatory minimum sentence under certain conditions, passing alternatives to incarceration, etc. [Study](#) after [study](#) shows that racism fuels racial disparities in imprisonment, and most [of the US prison population are at the state and local level](#)