

# Action Steps: Where to Start

For as much as we all love a good list, there is no ONE path or formula that will allow you to wake up as a self-actualized, antiracist person and deliver success every single time. However, we know some truths and we can start from there:

- ✓ **This work is necessary** and the forces at play are predictable and ever-present.
- ✓ For some of us, **the work is awkward and uncomfortable**. We're speaking specifically, but not exclusively to White people here.
- ✓ If you can get out of your own way most days and see the lessons as gifts, **you'll have a better chance of learning and sustaining what you've learned**.

## Where do you begin?

### 1 | Uncover your blind spots.

There are a variety of ways to do this. Look into and access as many as you can throughout your life. This work isn't a "one and done." It is a lifelong journey and we need you on the path with us.

- For example, research and access free online self-assessments. There are numerous available. Or, ask others in your life if they would be willing to have an honest, awkward, uncomfortable conversation with you while noting that the answer, "no" is a complete sentence and valid. And, in the case of White people asking Black, Indigenous, and People of Color (BIPOC) in their lives, recognize that this is emotional labor and what that means.
- From there, do an honest inventory. Answer the questions: What/Who/Where makes you uncomfortable? What does this look like? If you're a heterosexual woman who finds it uncomfortable to be in a room full of lesbians, start there.

### 2 | Expose yourself.

We're not suggesting that you drop your drawers in public. We are suggesting that once you begin to see where your discomforts lie, dig in deeper and begin to expose yourself to new ways of thinking:

- Actively **seek**, **build**, and **maintain** relationships with others who are different than you, and push yourself outside your comfort zone often.

### 3 | Read and develop an action plan with accountability measures.

People always ask for books, and there are so many great ones out there. It's hard even for the most dedicated people to stay on top of the latest and greatest resources out there. This isn't a race to get to the finish line like we're going through a syllabus. If reading alone would achieve the outcomes we seek, again, we'd already be there. Read, but also:

- Commit to talking with others
- Ask for and gain insights from trusted sources (consider what a 'trusted source' is)
- Hold yourself and others accountable and identify what that looks like