

The Next Steps

Think about the areas in your life where you have the ability to implement change.

Self (Self Knowledge, Self Skills, Self Perceptions, Family, Friends):

- Finish reading *How to be an Anti-Racist* by Ibram X. Kendi
- Engage my children in teachings from *Stamped* (the teen version)
- Being vulnerable and authentic/leaving my comfort zone
- Be the change in my older age demographic
- Leaning into uncomfortable conversations.
- Ensure I can keep in mind that people have different views on many things but it does not mean they are bad people. Just think differently.
- Read the book *So you want to talk about Race* and the other book that was referenced today.
- As a privileged white woman, encourage the young black women in my family to use their voices, stand up, help us make a change.
- Share these videos and information to friends, family and coworkers
- Embrace Brene Brown quote “You are here to get it right, not to be right.”
- Continue engaging my family in conversation regarding our white privilege.
- Listen to podcasts and read books/articles to continue learning (examples: the podcast *Code Switch* from National Public Radio [NPR], the books *So You Want To Talk About Race* and *Me and White Supremacy*, The 1619 Project in the New York Times)
- Support businesses and organizations owned/run by people of color
- Talk about what we have learned with friends and family.
- Finish listening to The New York Times podcast “Nice White Parents.” This is especially a good one for people getting involved with schools, PTAs, programming for children.
- Remembering who I am and what I represent when I’m meeting with people of different backgrounds, races and ethnicities.

Structure (Social Circles, Community Leadership Roles, Professional Influential Power, healthcare Systems)

- Encourage my CFY team to implement anti-racist policies
- Speak out against racism, stereotypes, etc. when I hear it in social circles and organizations I’m a part of
- Continue to move forward with our health equity committee
- Find the local connections to make more opportunities for persons to voice their needs, wants, giving input for development of programming that is focused toward them.
- Invite more diverse people to the table
- Share the documents and resources with my organization
- Provide more educational materials to the clinics that we work with with diverse populations in them and in ways that resonate with them.

- Provider education related to this racism.
- Provide the readings and possibly the recording of these webinars with co-workers.
- Being a good leader that knows the time when to step back and let others take control and have myself take more of a facilitator role.
- Relinquishing power/control and giving it to others who are underrepresented/marginalized.

System (Schools/education Systems, Housing Policies, Workplace Systems, Political Systems)

- Advocate for systemic change within local government
- Making sure I know where candidates stand on systemic racism before I cast my vote
- Bringing this training and other education to contractors across the state
- Public health research on racism
- Vote for people who stand for systems change.
- Vote for politicians on all levels who are more willing to listen and make change.. We need new, younger people interested in politics.
- Work to increase diversity within our organization - looking at hiring processes, how job descriptions are written, how jobs are posted/shared
- Support healthcare, affordable housing, school funding, criminal justice reform initiatives
- Reparations

Health policy that connects to high quality health care