

Action Items for Individuals:

1. Write to your firm leadership or set up a meeting to discuss actions that the firm can take. [Refer to this [email template](#), and reference the firm level actions we have suggested]
2. Read articles and books, listen to podcasts, watch documentaries and series on systemic racism, and learn how we can all work towards being anti-racist.
 - a. Anti-Racism:
 - i. [Anti-Racism Reading List](#)
 - ii. [Anti-Racism Resources for All Ages](#)
 - iii. [Multi-Media Anti-Racism Resources](#)
 - b. Talking to Kids About Racism:
 - i. [Booklist for Ideal Bookshelf 1163: Antiracist Kids](#)
 - ii. [Talking to Kids About Racism, Early and Often](#)
 - iii. [Your Kids Aren't Too Young to Talk About Race: Resource Roundup](#)
 - iv. [Social Justice Resources](#)
 - v. [Talking with Children About Racism, Police Brutality and Protests](#)
 - c. Allyship:
 - i. [For Our White Friends Desiring to Be Allies](#)
 - ii. [75 Things White People Can Do for Racial Justice](#)
 - iii. [Allyship in Action](#)
 - d. Asian American Model Minority Myth:
 - i. ['Model Minority' Myth Again Used as A Racial Wedge Between Asians And Blacks](#)
 - ii. [George Floyd, Tou Thao, and Asian American anti-blackness in our communities](#)
3. Reflect on ways that you personally can work to address systemic racism.
 - a. Consider the media that you consume: who are you following on social media, what publications and books do you read, what TV shows and movies do you watch?
 - b. Support Black owned businesses and restaurants [[List of Black-owned restaurants in the Bay Area](#)]
 - c. Write down a list of personal commitments. [[Justice in June](#) is a great resource for individuals trying to become better allies to the Black community]
4. Start conversations with your family, friends, and colleagues - work to engage and listen to people who have different opinions, experiences, and backgrounds.
5. Donate to Black-led organizations
 - a. National Organizations:
 - i. [Black Lives Matter](#)
 - ii. [Color of Change](#)
 - iii. [The Bail Project](#)
 - iv. [The Loveland Therapy Fund](#)
 - v. [NAACP Legal Defense and Educational Fund](#)
 - vi. [ACLU](#)
 - b. Bay Area Based Organizations:
 - i. [Anti Police-Terror Project](#)
 - ii. [Black Organizing Project](#)
 - iii. [Oakland Rising](#)

- iv. [The East Oakland Collective](#)
 - v. [Bay Area Black Owned Business Relief Fund](#)
 - vi. [People's Breakfast Oakland](#)
-
- 6. Vote: vote at every opportunity and do the research on candidates and measures. Consider attending a virtual “Senate Primer” Zoom to learn more about current issues, interests, and commitments of the candidates, and where your contributions make a difference.

 - 7. Get informed on what policies your local government is enacting. Look up your representatives and engage as a constituent. Listen to local Black-led organizations, research their positions, and help uplift their voices.