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.