

## 19 Steps for People to Learn About Anti-Racism

Compiled by Nicole Baker-Green

1. Read a book — see [New York Times' Anti-Racist Reading List](#)
2. Check in on your Black friends - if you don't have any, reflect on that.
3. Recognize that [POCs] feel the effects of racism daily.
4. Make a donation.
5. Support diversity in recruiting, hiring for your teams at work, your summer programs, schools, etc.
6. Find a pro-bono project in a Black community.
7. Advocate for [POCs] when we are not in the room - call out the racist comments of your colleagues and your family members.
8. Join a protest.
9. Create space on your teams at work for Black people to take time, to not be okay.
10. Don't continue with business as usual without acknowledging what has happened and continues to occur.
11. Break the silence - it is worse than saying something.
12. Vote. Vote. Vote.
13. Call your local representatives.
14. Keep supporting Black people when the media moves on to the next headline. We are still Black people in America.
15. Ask me what it's like to be a Black person in America.
16. Listen. Don't theorize and don't turn our lived experiences into an academic exercise open for debate.
17. Retrain from judging how we protest and understand WHY.
18. Stop being hypocrites - be as upset about the conditions that have created and supported structural racism.
19. Understand what democracy really means.

**It isn't that much to ask for humanity.**

