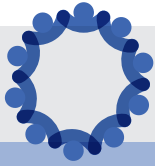
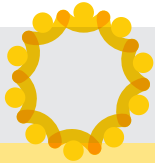


10 WAYS WE CAN EMBED EDI IN OUR COMMUNITY



1. PRIVILEGE

Acknowledge your privilege and your perspectives on EDI work.



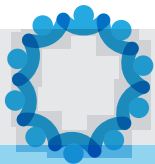
3. ACKNOWLEDGE YOUR BIASES

Recognize the importance of taking the lead of equity-deserving groups.



5. CELEBRATE DIVERSITY

Celebrate equity-deserving folks without tokenizing or appropriating culture.



7. ALLYSHIP

Find ways to apply an anti-oppression lens in your daily activities.



9. ACTIVE PARTICIPATION

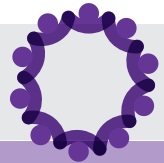
Create a personal action plan to interrupt systems of oppression.

2. RECOGNIZE INTERSECTIONAL OPPRESSION



Recognize how systems of oppression create barriers to full participation.

4. ADDRESS YOUR BIASES



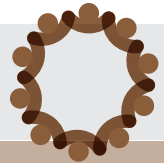
Identify and address how unconscious bias contributes to systems of oppression.

6. INCLUSIVE LANGUAGE



Use inclusive language and monitor changing EDI language.

8. INTERRUPT OPPRESSION



Interrupt systems of oppression when you witness them operating to exclude, stigmatize, or normalize “othering” of equity-deserving folks.

10. COMMIT TO DEEPENING YOUR KNOWLEDGE AND UNDERSTANDING



Commit to a lifelong journey of learning and unlearning about lived experiences different from your own.