



SYSTEMIC RACISM WHAT CAN YOU DO?



Acknowledge

First step is acknowledging that there is a problem and being open to expanding your perspective and views.



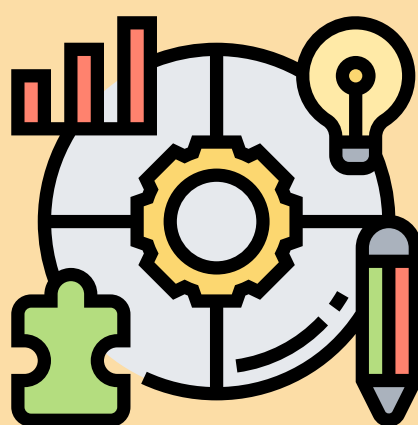
Awareness

Building awareness is the next critical step. You could read, watch movies or listen to podcasts. Asking individuals to share their stories is also a way to build awareness - but the key is listening and creating the space for that story to be told.



Assess

Taking a moment to reflect on your own biases and perhaps the practices of your club to see where you are and what you could do to improve is an important step in the process.



Act

You don't have to finish the first three steps before you act. There might be something you can do right away that can have a huge impact but the key is to start.



Engage

Now is the time.
We are all responsible for being part of the solution.
Spark the change and start the conversation today.

For a list of resources to help you build awareness and activate change, visit District 7820 for the Systemic Racism Tool Kit.

<https://rotarydistrict7820.org>