When requesting training or facilitation related to racism, first consider your goals. What do you want to do?

Support Black, Indigenous, Person of Color (BIPOC) staff/community members.

Be an ally.

Respond to a request from BIPOC staff/community members.

Do an action that is visible and quick.

Create an inclusive environment.

Address feeling guilty or overwhelmed.

Outsource responsibility (someone else should take care of this for me).

Educate yourself and/or others within your DLC.

Meet expectations/avoid appearing racist.

Not sure what else to do.

Is it part of a larger strategy in your DLC instead of a one-time session?

No

As an individual, are you doing your own work, such as having a frequent, intentional, consistent dedication to increasing self-awareness around, deepening your understanding of, and taking action on these issues?

No

Some suggestions for individual actions: [read, watch, listen, engage, and act.]

Find an "accountability buddy" to help keep you on track.

Ask yourself hard questions: *How has race shaped my key life experiences? How does race impact my research? How does race impact the way I manage and/or interact with my manager?*

Yes

Have you engaged with the data around diversity, equity, and inclusion (DEI) in your area?

No

Consider qualitative and quantitative data: Quality of Life survey, turnover data, promotion data, Pulse surveys, formal and informal complaints.

If you need additional data, compensate those BIPOC staff/community members who provide it (e.g., flex time, recognition).

Yes

Consider goals around diversity, inclusion, **and** equity. Consider what it would take for BIPOC and white staff/community members to have similar outcomes; differences in experience and success should not vary by race.

Include both short- and long-term [SMART] goals.

Yes

Consider the themes around staff/community-member experience and outcomes that have emerged from your analysis of the data. Have you created goals based on those themes?

No

Consider, and commit to, how and when you will communicate your progress. Set interim goals to help spot issues early.

Yes

Have you created a schedule for accountability and transparency related to goal achievement? Have you shared it and asked for feedback?

No

Consider, and commit to, how and when you will communicate your progress. Set interim goals to help spot issues early.

Yes

Consider your next iteration. If you need support, please reach out!

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Yes

Listen deeply to what they want, and what they want to be different. Believe their experiences. Make sure you understand. Welcome information about your mistakes and/or the things you've missed.

No

Did the group(s) you want to support ask for this specific intervention?

Don't know

As an individual, are you doing your own work, such as having a frequent, intentional, consistent dedication to increasing self-awareness around, deepening your understanding of, and taking action on these issues?