

## COMMIT TO CHANGE:

### Build Your Personal Accountability Plan for Race Equality



#### Research & Relearn


Read, watch, listen, repeat.

 What books, articles, movies or podcasts are you going to engage with this month?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

#### Listen first, then ask questions

Listen to understand and engage continuously to learn and answer any questions that come up during your research.

 Are you hearing the voices of your Black colleagues? What are they saying? Are you taking advantage of any forums or networks where they are speaking up? Write down what you hear and learn.

 What voices are you going to introduce into your weekly routine this month?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

## Acknowledge your privilege, address your biases, embrace the difficult conversations

Recognize your privileges to help amplify Black voices.



Take notes during your journey.

Notes:

---

---

---

---

## Commit to Change & Mobilize

Consistent and active work is the only solution to making positive change.



Find ways to give back within your community, share what you have learned with your community (inside and outside the workplace) and organize or mobilize within your organization.



How are you going to give back this month?

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_
4. \_\_\_\_\_
5. \_\_\_\_\_

Remember this is a journey and not a short-term exercise. Building your accountability plan will help you make progress on your journey and help you influence real change. Share this template with your teams, colleagues and friends and continue to rethink and evolve your plan as you continue your journey.

To learn more, visit [www.hracuity.com](http://www.hracuity.com). Join the conversation and take action.