

**Normalize:** (a) Familiarize shared terms, (b) normalize talking about racialized experiences and disaggregated data, & (c) learn the depth of systemic inequities

Strategy	Action Item	The Challenge	Success Measure	Owner

**Organize:** Capacity building to sustain our focus as decisions are made, programs are developed, etc. to monitor inequity

Strategy	Action Item	The Challenge	Success Measure	Owner

**Operationalize:** To understand, identify, and act to reduce racial inequities

Strategy	Action Item	The Challenge	Success Measure	Owner



# How Can I Support the Advancement of Racial Equity?

