

Work towards **cultural transformation** and **collective liberation** we can each engage in:

ACTION on the Internalized level:

Invest in noticing the ideas we hold inside about ourselves, our worthiness, our intelligence, our goodness, whether we feel we have a right to speak and take up space and people's time or tend to defer to others and why. What beliefs and assumptions about the ways we need to look or conduct ourselves have we internalized? What are we denying within?

Commit to investigating our own social locations and the ideas we hold about ourselves in relation to those positions, to engaging (rather than avoiding) areas in which we have privilege and are more likely to have influence. What system of oppression is in place that relates to each social identity, and what corresponding ideas have we absorbed, take for granted?

Commit to critical consciousness-raising. Commit to reading books and articles, watching films, and listening to interviews and narratives that confront issues of racism, patriarchy, transphobia, ableism, heteronormativity, immigration injustice, Islamophobia, mass incarceration and neo-colonialism.

ACTION on the Interpersonal level:

Commit to reaching out to and connecting with more members of the community- ANYONE (We all have complex identities and contribute to the diversity of Boulder County). Reach out across divisions of ethnicity, class, gender, nation of origin, etc. This is a commitment to building community.

Read "Microaggressions in Everyday Life: Implications for Clinical Practice" and the chart "MicroAggressions in Everyday Life." Pay attention to other interactions you witness and engage in that potentially reinforce an oppressive dynamic or assumption. Shift them.

Practice interrupting everyday oppression in situations in the workplace, classroom, businesses, and at home. In aggressive situations, direct your attention on the 'victim,' making conversation or asking them if they are OK. In more subtle instances, speak from your own experience and invite curiosity about the impact of one's words or actions, no matter the intentions. You might provide a historical framing or simply name a dynamic at play.

Take time to check in with your co-workers, colleagues and family members to how they're doing before diving into work and other activities. Listen and practice empathy. Share something about yourself.

Practice naming your social locations at the beginning of meetings, presentations, courses, articles, etc. Acknowledge that these identities matter, that our perspectives are not neutral but are

"Injustice anywhere is a threat to injustice everywhere. We are caught in an escapable network of mutuality tied in a single garment of destiny. Whatever effects one directly affects all indirectly."

-Reverend Martin Luther King Jr.

#LovingJustice

ACTION on the Institutional level:

Sacrifice a little recreational time to volunteer with an organization or commit to attending one weekly event geared towards social transformation. You probably have ideas about how to change Boulder or larger society, but practice humility and support the efforts of organizations led by people of color and other marginalized folks that are already in progress.

If you are an instructor or trainer, interrogate your own course or workshop materials and pedagogy for signs of ethnocentrism, ableism, patriarchal assumptions, audism, heteronormativity, gender binary thinking, erasure of certain groups, and cultural appropriation. Revise as needed.

Suggest or support implementing affirmative action hiring practices at your place of employment.

Boycott businesses that are in any way complicit in mass incarceration and particularly prison labor (aka. modern slavery).

Boycott banks that are funding the Dakota Access Pipeline.

Become politically engaged and volunteer to support justice-loving, truth-telling candidates

ACTION on the Ideological level:

Commit to learning the history of how various ideas about superiority in race, gender, ability, citizenship, culture, religion, class and sexuality have been established and propagated. What ideologies of superiority and inferiority do you see embedded into policies and practices in Boulder? At your workplace? Into school curriculums? Into the laws that we are required to abide?

Learn about the history of the colonization of this land and genocide against native peoples. What ideas have you absorbed that enable you to accept colonization as acceptable and normal?

Study the ways that media manipulates and frames “facts” and stories to perpetuate ideologies that benefit groups with influence and resources

Notice the ways that you or others have internalized old and oppressive ideas about women, LGBTQ+ people, the unhoused, black and brown people, Muslims, etc.

“Never forget that justice is what love looks like in public.”-Cornel West