The catalyst for change starts with each of us

1. **Challenge my own perspective**
   - I grow every time I get REAL—respectfully engage, listen and learn.
   - Join a book club with authors who don’t look like you
   - Take inventory of the media you consume

2. **Lean into inclusion through equity**
   - It’s about understanding different people require different things to thrive.
   - Speak up for removing barriers to equity
   - Establish both subjective and objective measures of equity

3. **Know the only one**
   - Walk a mile in someone else’s shoes to gain insight.
   - Practice empathy—seek to understand, not judge
   - Read *The Power of Onlyness* by Nilofer Merchant

4. **Study and learn from history**
   - It helps us better understand our world and challenge biases.
   - Find the stories that aren’t being told
   - Take the Cultural Competency Self Assessment

5. **Take action as an ally**
   - Go beyond words and literally do something.
   - Seize this historic moment and make sure it brings about long-lasting, long-overdue change.
   - Share your resources with others—knowledge, influence, assets

6. **Challenge the wealth gap**
   - Be intentional about increasing access to financial services for underserved communities. It’s all about financial inclusion—we have to help people get their shot at jobs as well as the evolving skills needed for both and tomorrow’s jobs.
   - Promote financial education early and often with young people
   - Foster a longterm perspective on financial wellness

7. **Go for big, bold community impact**
   - Change the world one act of service at a time.
   - Protect your planet – Take small steps for us, and future generations
   - Find a cause that resonates and effect change

8. **Get proximate**
   - Be willing to get close—a first step to authentic connections and inclusion.
   - Seek out people who are different, like you, and actively listen
   - Practice productive dialogue, not just debate

9. **Protect peace**
   - Accept that it’s ok to not be ok. Focus on what anchors your life. For me, that’s family and friends, faith and philanthropy.
   - Take steps to encourage courageous conversations that enable us to connect, to begin healing and get on a path to meaningful progress.
   - Spend time with loved ones and/or by yourself doing what you love

10. **Set the bar higher**
    - Then reset it.
    - Amp your leadership skills with some top podcasts
    - Elevate with intention

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