Training and development (a structure/process)  
Iterative, uninterrupted time (space to productively explore data and topics of race, racism, equity, etc.)  
Regular access to data disaggregated by race/ethnicity  
Compensation or release time (this can’t just be seen as service/existing work)  
Leadership to say that racial equity is an institutional priority  
Policies/structures that ensure this work isn’t just optional (built into regular assessment model)  
A campus-wide reconsideration of what teaching is (in job descriptions, too)  
Collaboration with people already doing campus racial equity work  
Reminders that we need to be aware of our own agency and that we can’t hide behind our privilege