

# DIVERSITY, EQUITY, INCLUSION DECISION TREE

When requesting training or facilitation related to racism, first consider your goals. What do you want to do?

- Support Black, Indigenous, Person of Color (BIPOC) members and community members
- Respond to a request from BIPOC members and community members
- Create an inclusive environment
- Be an ally
- Do an action that is visible and quick
- Address feeling guilty or overwhelmed
- Educate yourselves and/or others
- Outsource responsibility (someone else should take care of this for me)
- Meet expectations/avoid appearing racist
- Not sure what else to do



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