6 Habits That Promote Racial Equity

Based on habits recommended by diversity expert Eddie Moore, Jr. to create greater understanding of the intersections of race, power, privilege, supremacy, oppression and equity.

1. **Read books and articles, listen to podcasts and watch videos regularly to deepen your understanding of the issues.** Share your favorites with us at diversity@cupahr.org.

2. **Notice what’s happening around you.** For example:
   - As you move through the day, what’s the racial composition of the people around you? On your commute? At the coffee shop you go to? At the gym? On campus?
   - Notice how much of your day you are speaking about racism. Who are you engaging with on these issues? Who are you not? Why do you think this is?
   - Who is filling what kinds of jobs and social roles on your campus? Can you correlate any of this to racial identity?

3. **Connect to racial justice activists, educators and organizations on social media.**

4. **Engage with members of marginalized communities on your campus with the intent to learn and bridge knowledge gaps.**

5. **Call out behavior that undermines racial equity and justice.** For example:
   - Prepare yourself to interrupt racial jokes. This video offers some advice about how.
   - Interrupt the pattern of white silence by speaking openly with family, friends, and colleagues about what you’re doing and learning in the 21-Day Challenge.
   - When the status quo is racist, disrupt it — from discouraging inappropriate language to sharing articles, blogs, movies and other media that you find impactful. Let people know you are not neutral!

6. **Reflect every day on what you have chosen to do, what you’re learning, and how you’re feeling.**