

Re-imagining Behavioral Health: Race, Equity, and social justice

1. We tend to discriminate against people, places, and things we do not have reference for; educate yourself. Don't rely on the education that was passed down to you.
2. We tend to get defensive when given constructive feedback. We can't always see ourselves. We have blind spots. We don't see ourselves the ways others do. Allow for feedback to gain insight about how you are showing up and the impact it has on others.
3. Injustice anywhere is injustice everywhere. Stand up in the eyes of injustice even if you don't see how, you will benefit directly.
4. Don't let no one tell you who you are. Do not accept the social identity that has been given to you. You define who you are.
5. Get comfortable being uncomfortable
6. Don't confuse character with accountability. If you get called out on a behavior don't defend it and don't let others defend it. Our actions don't always reflect who we are.
7. When people tell you about their experience believe them. You don't have to wait for proof.
8. Don't hide who you are; changing your name to sound more American, speak in your native tongue, don't entertain people's ignorance, no code switching
9. Don't look for the suffering community to comfort you.
10. Motives matters: Are you being supportive because it makes you feel good or are you being supportive because it is the right thing to do?
11. When you make a mistake own it, apologize, and move on.
12. Allow for the truth to prevail (you can't change what you chose to ignore).
13. Stop being nice and be kind

14. Stop looking for someone to lead you. You are equipped with everything you need. It's inside you. Be the change you are looking for. Most of us turn away from opportunities, that presents itself, to show us who we are and what we are made of.
15. Lean into you privileges and extend it to others
16. Embrace conflict
17. Check in with communities that has been racially targeted.
18. Show gratitude when some has done something that was helpful. There is a saying: "don't wait until someone dies to give them their flowers."
19. Make Good trouble
20. Stop trying to tell people how to be
21. Call out oppressive language
22. Plant seeds of knowledge. You never know when it will take root and grow.
23. Stop labelling people. Once you put a label on someone you lock them into that stereotype.