

**List of concrete things people have committed to in workshops Debbie Zucker has led, co-led or attended over the years:**

I started a reparations committee at my church; talking to the finance people about the church's stock portfolio for possible divestment

I confronted my Dad about his racism at Thanksgiving

We changed our will so that a portion of our money will be donated to two Black empowerment organizations

I told my brother he will not be welcome at family gatherings if he continues to say racist things

We're giving money monthly to the local BLM chapter

I joined a Black-led prison abolition committee in a social change organization

I got a directory of Black-owned businesses and I am now patronizing black businesses in my area

We started a group in my neighborhood for white moms of kids of color and we're talking with Black and Brown people about how that should look

I'm working closely with my son's classroom teacher about having "Black" history be fully a part of "U.S. History" lesson plans

I attended the White Privilege Conference

I'm talking with my grandchildren about race even if their parents (my kids) don't

I'm sharing my research with my extended family about our family's slave-owning roots

I am working on a program where Jews of Color will be speaking to my mostly-white synagogue; paying them for this work out of a congregational speaker's fund.

Some of us are convincing our church to do a film series on race. In my mind this is aimed at members who are defensive and who minimize white supremacy as a problem

Our social justice committee is linking up people in my congregation who have business skills and capital to be resources to people of color aiming to stay in business or start businesses.

I'm just talking regularly with my white friends about racism; I bring the subject up a lot more than I did before this training.

I'm getting better at making other white people uncomfortable and not worrying about it

I'm teaming up with a white friend who took this training so when we lose momentum (which I think I will), we can support each other to keep moving and take one step at a time. We agreed to meet and talk every 2-3 weeks.

I'm working on elections to defeat White supremacist politicians

I'm giving money to pro-democracy organizations as voter suppression IS racism

We're changing banks because our bank has a bad track record for promoting people of color to management positions

I'm making a point to attend meetings and participate in projects led by people of color and listening/following, as this has not been part of my experience