



# Call to Action

## African American Community:

- Be informed, equipped, and driven toward data-derived outcomes.
- Be willing to come out of silos and rally around concerted efforts.
- Provide consistent care and concern for these efforts.
- Connect in-migrating African Americans to this work.
- Be willing to roll up your sleeves and do the necessary work.

## Our Allies Community:

- Identify ways you can help.
- Identify ways your organization/entity can help.
- Ensure that the African American voice is present:

- Board Room;
- Leadership Structure;
- Hiring/Promotion Process;
- Committees/Taskforces.
- Ensure that Diversity, Equity, and Inclusion (DEI) goals/efforts are truly closing the attainment gap.

### **Community/Business Leaders:**

- Utilize tuition reimbursement and employer-paid learning opportunities for employees of color, especially those in entry-level roles who often have the least knowledge and access to this tool for education.
- Build apprenticeships—bonus if paid—and other career-exposure opportunities for students of color.
- Build a career-support system for people of color with intention so that promotions and job advancement is accessible.

### **Education Leaders:**

- Look at your data: Who is in AP, IB, CTE programs? Know what your gaps are and then make a plan to address them.
- Set goals for the outcomes of students of color—not just enrollment, but outcomes.
- Publicly commit to diversity and inclusion as an institution.