

- ✚ Personal Action Steps to Build Racial Amity with Black Folk in Eastern Massachusetts and to Improve Racial Equity for Black Folk in the United States
 - Donate to local and national charities whose focus is addressing the harms caused by institutional and systemic racism
 - Louis D. Brown Peace Institute | Transforming Society's Response to Homicide
 - <http://www.ldbpeaceinstitute.org/>
 - NAACP Mystic Valley Branch
 - <https://www.mva-naacp.org/>
 - Urban League of Eastern Massachusetts – Step by Step
 - <https://www.ulem.org/>
 - Become members and patrons of local Black heritage organizations
 - Museum of African American History in Boston and Nantucket
 - <https://www.maah.org/>
 - The West Medford Afro-American Remembrance Project
 - <http://www.medfordhistorical.org/medford-history/afro-american-remembrance-project/>
 - Zion Union Heritage Museum, Hyannis
 - <http://zionunionheritagemuseum.org/>
 - Donate stock to Black centric-charities and Black families
 - Give 50% tip to Blacks in service industry – waiters, bartenders, mail carriers
 - Hire, Mentor and Promote Black Employees
 - Offer ownership to Black employees
 - Patronize Black Owned Businesses
 - Spend \$1 out of \$3 at Black owned businesses
 - Mentor Black Entrepreneurs
 - Recruit and Sponsor Black folks to be on the Boards that you serve on
 - Sponsor Black children’s academic and sports activities
 - Invest \$1 out of \$3 in Black owned financial firms
 - Hire Black Wealth Advisors
 - ASSOCIATION OF AFRICAN AMERICAN FINANCIAL ADVISORS (AAAA), <https://www.aaafainc.com/>
 - Open an account at a Black Owned Bank
 - OneUnited Bank in Boston, <https://www.oneunited.com/>
 - Volunteer with organizations that teach Black youth to code, sail, fish, hunt and camp
 - Courageous Sailing, Boston, <https://courageoussailing.org/>
 - Outdoor Afro, <https://outdoorafro.com/about/>
 - Prepare a prisoner to become a full citizen
 - Volunteer, tutor and correspond
 - Take a course on how to be actively anti-racist
 - First Parish and Church of Our Redeemer are piloting an ecumenical program
 - Invite Black neighbors, friends, and colleagues to your House of Worship
 - Share your non-race or ethnicity related familial and personal stories with a Black friend, colleague or neighbor and THEN listen respectfully and lovingly when they decide to share theirs.

- Buy and read poetry by an African American
- Patronize plays written by a Black playwright or with a majority Black cast
- Recruit Black candidates for appointed committee and task force positions and
 - Advocate for them to have leadership positions
- Recruit, mentor and support Black candidates for local, state, and federal positions.
- Walk Local Black Heritage Trails
 - Tufts African American Trail Project,
<https://africanamericantrailproject.tufts.edu/>
 - Sojourner Truth Memorial African-American Heritage Trail,
<http://sojournertruthmemorial.org/>
 - Upper Housatonic Valley African American Heritage Trail, Great Barrington, MA,
[Upper Housatonic Valley African American Heritage Trail](#)