1. ACKNOWLEDGE
   That the problem exists and that you need to be a part of the solution.

2. IDENTIFY
   Allies and partners who are willing to find sustainable solutions.

3. CULTIVATE
   Safe team environments for respectful, honest, and inclusive conversations.

4. LISTEN
   With a non-judgmental ear for both spoken and unspoken words.

5. INCLUDE
   Diversity of thought in your conversations, planning, and hiring strategies to increase innovation.

6. RECOGNIZE
   Input, value and accomplishments of diverse team members.

7. AMPLIFY
   Your values by holding people accountable and joining your voice with identified allies.

8. ADVOCATE
   For sustainable change through policy.

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