

The catalyst for change starts with each of us

T's list of 10 ways to Be the Change



1 Challenge my own perspective

I grow every time I get REAL—respectfully engage, listen and learn.

- Join a book club with authors who don't look like you
- Take inventory of the media you consume

2 Lean into inclusion through equity

It's about understanding different people require different things to thrive.

- Speak up for removing barriers to equity
- [Establish both subjective and objective measures of equity](#)

3 Know the only one

Walk a mile in someone else's shoes to gain insight.

- Practice empathy—seek to understand, not judge
- Read [The Power of Onlyness](#) by Nilofer Merchant

4 Study and learn from history

It helps us better understand our world and challenge biases.

- Find the stories that aren't being told
- Take the [Cultural Competency Self Assessment](#)

5 Take action as an ally

Go beyond words and literally do something.

- [Seize this historic moment and make sure it brings about long-lasting, long-overdue change.](#)
- Share your resources with others—knowledge, influence, assets

6 Challenge the wealth gap

Be intentional about increasing access to financial services for underserved communities. It's all about [financial inclusion](#)—we have to help people get their shot at jobs as well as the evolving skills needed for both and tomorrow's jobs.

- Promote financial education early and often with young people
- Foster a longterm perspective on financial wellness

7 Go for big, bold community impact

Change the world one act of service at a time.

- Protect your planet – Take small steps for us, and future generations
- [Find a cause that resonates and effect change](#)

8 Get proximate

Be willing to get close—a first step to authentic connections and inclusion.

- Seek out people who are different, like you, and actively listen
- Practice productive dialogue, not just debate

9 Protect peace

Accept that it's ok to not be ok. Focus on what anchors your life. For me, that's family and friends, faith and philanthropy.

- [Take steps to encourage courageous conversations that enable us to connect, to begin healing and get on a path to meaningful progress.](#)
- Spend time with loved ones and/or by yourself doing what you love

10 Set the bar higher

Then reset it.

- [Amp your leadership skills with some top podcasts](#)
- [Elevate with intention](#)