

1. Commit to antiracist service strategies and greater, more tangible support for community diversity. 7-16-20

Objective 1: Incorporate education into programs and displays on black, indigenous and Latino people of color's unique experiences that are typically invisible to white people.

Objective 2: Actively seek more diverse viewpoints to offer the community and share the news, narratives, and cultural expressions of black, indigenous and Latino people of color.

Objective 3: Cultivate active partnerships with black, indigenous, and Latino-led and -focused organizations in our region.

Action Ideas

- *Investigate and explore in programming, displays, and outreach the special implications of technology, history, sustainability, culture and language on black, indigenous and Latino people of color, for example, the impact of the digital divide on these communities, or the influence of French colonialism on African culture.*
- *Invite a minimum of 6 own voices speakers from black, indigenous, and Latino people of color communities per fiscal year, making use of video meeting platforms when necessary.*
- *Host a rotating gallery of art by black, indigenous and Latino creators year-round—not just during special observation months.*
- *Draw white citizens into important conversations by hosting an ongoing antiracist book and discussion group.*
- *Reach out to and partner with Showing Up for Racial Justice (SURJ) Rochester to develop greater understanding of the issues and for information and support in bringing this knowledge to the Penn Yan community.*