

## What You Can Do After Reading This Letter

We are asking you to not just read our words and sign onto them—but **act on them**. Here are **10 ways** you can help stop the quiet erasure of marginalized communities:

### 1. Affirm Inclusion Publicly

Make a **public** statement or **social media post** affirming your commitment to recognizing LGBTQ+ people, people with disabilities, and **all marginalized communities** in your work.

### 2. Reject Preemptive Compliance

Speak out against the **silent pressure** to erase identities “just in case.” Compliance in advance only **fuels discrimination**.

### 3. Protect Inclusive Language

Advocate for the **continued use of inclusive terms** in grants, services, and public-facing materials—**language matters** and people deserve to be named.

### 4. Defend Our Funding

Stand up for organizations that **center marginalized voices**. Protect their ability to receive funding **without compromising their values**.

### 5. Legislate for Justice

**Support or introduce policies** at all levels that protect civil rights and prevent discriminatory data collection, funding practices, or erasure in public data—while also **carefully evaluating potential unintended harms** that such legislation may cause, particularly for marginalized communities.

### 6. Meet With Us

Invite **People On the Go Maryland** to speak with you or your office. **Hear directly from people with disabilities** about how this is affecting our lives.

### 7. Hold Systems Accountable

Ask institutions in your network to explain **how they are ensuring inclusion**—and **call them out** when they fall short.

### 8. Educate Others

Share what you’ve learned with colleagues, agencies, and constituents. **Silence is not neutrality**; it is **complicity**.

### 9. Champion Inclusive Data

Push for policies that **require the anonymous collection and reporting of identity data**—including disability, LGBTQ+ status, race, and other marginalized identities.

### 10. Take a Visible Stand

**Actions speak louder than words.** Sponsor inclusive bills. Join equity coalitions. **Show up and speak up when it counts.**