

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**.