

# PLEDGE TO CREATE A JUST AND EQUITABLE WORKPLACE

As a member of this organization, which holds a mission to promote just and equitable social systems for individuals, families, and communities, I recognize the importance of centering equity in our workplace and the need for each of us to actively do our part. This means I am committed to making a conscious effort to normalize inclusive and equitable thinking and practices while conducting any kind of organizational business. By doing so, I acknowledge that there is an opportunity to practice anti-racist behavior and contribute to the efforts to dismantle inequities and injustices of all types in every budget proposal, work project, and conversation that I am part of as an employee for this organization. **To uphold this pledge to create a just and equitable workplace, I commit to the following.**

**KNOWING MY OWN CULTURAL BACKGROUND:** I will acknowledge the wisdom that comes from my multiple identities, cultures, and cultural practices that makes me who I am. I will develop the capacity to name the many ways in which I hold privilege and understand how oppression, both interpersonal and internalized, impacts and alters my behaviors. I am committed to deeper fluency in my intersecting identities and the actions I demonstrate as a result.

**BEING CURIOUS AND INTENTIONALLY LEARNING ABOUT OTHERS' CULTURAL IDENTITIES:** I will actively listen and intentionally inquire about others' cultural backgrounds, experiences, truths, wisdom, and knowledge. I recognize there is value in understanding other people's views and how they shape my collaboration, connection, and communication with others.

**PAYING ATTENTION TO MY DISCOMFORT WITH ASKING AND TALKING ABOUT DIFFERENCES:** I recognize that it is normal to feel awkward and/or nervous when engaging in conversations around differences. I will not allow the discomfort I feel to paralyze my ability to be authentic and genuinely present with others. Instead I will dare to be vulnerable, honor the complexity of the interactions, pay attention to my patterns of behavior, and choose to lean into my discomfort.

**CREATING SPACE FOR MULTIPLE TRUTHS AND INTERPRETATIONS OF A SITUATION:** I will practice suspending judgment and affirm other people's experiences and their interpretations of those situations, even when they are very different from my own. I will commit to asking clarifying questions to increase my understanding of other points of view. In moments of conflict and disagreement, I will practice asking myself, "What might I be missing?"

**IMPROVING MY SKILL WITH TIMING AND PACING:** I acknowledge that we each are in different places in our learning and understanding about inequities, inequalities, and injustices for targeted groups. I will intentionally recognize the complexity of engaging with others, go slower at times, and value the many ways in which people express their commitment to equity work.

**RECOGNIZING HOW INSTITUTIONAL BARRIERS MAY IMPACT CONVERSATIONS ABOUT DIFFERENCES:** I will acknowledge how institutional structures, processes, and practices can prevent members of oppressed groups from having equitable access to power and authority. I will practice noticing how these affect interpersonal dynamics and my conversations across difference with others. I will work to question or challenge these barriers to increase my capacity or challenge myself to see the unseen structural forces that are inhibiting effective diversity, equity, inclusion, and belonging. I will tap into my moral courage to stand up for what is right.

**USING THE MULTICULTURAL GUIDELINES TO SUPPORT A JUST AND EQUITABLE WORKPLACE:** I will help create an environment that fosters dialogue about and across difference. I will use the multicultural guidelines to support hard and honest conversations while honoring difference and, most importantly, preserving and strengthening our working relationships.

**By signing this pledge, I affirm a commitment to do my part in creating a workplace culture of inclusion and belonging. As Dr. Martin Luther King Jr. said, let's turn this thin paper into thick action!**

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Signature

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Date