

Equity in Education Initiative's pledge

In order to guarantee an equitable future with, and for, our children, families, and communities, to affirm their identities and experience, and to ensure their safety and well-being;

We pledge to the young people of our community that we will work together to eliminate racism and discrimination from the hearts and minds of individuals, and from our institutions, organizations and communities.

We hold ourselves accountable to:

Individual

- Examine my own emotions, identities, beliefs, and biases to understand how they impact the way I interact with others
- Act with humility and compassion by actively listening, learning, and evolving
- Dismantle racism by using my: power, privilege, time, work, influence, lived experience, love, passion, energy, and resolve
- Work alongside others to identify and dismantle inequities, stand up to injustice, and use our collective voice and power to create spaces where everyone can thrive

Organization/Institution

- Acknowledge that privilege and complicit bias exist in this country and must be eradicated from my organization and commit to intentional organizational restructuring based on anti-racist analysis and identity reflective of this community
- Examine organization's practices, power structures, and policies and challenge to change practices and perspectives of racism, sexism, homophobia, transphobia, and oppression in all its forms
- Transform structures, policies and practices with inclusive decision-making and other forms of power sharing on all levels of the organization's life and work including culture tied to the organization's values, mission, and vision
- Create the conditions for courageous and uncomfortable conversations in order to address racism

Community

- Acknowledge the need to dismantle racism in the wider community and commit to building clear lines of accountability to oppressed communities
- Redefine and rebuild all relationships and activities in society, based on anti-racist commitments
- Hold leaders accountable for driving change and commitment to racial justice
- Advocate for laws and policies that center and promote racial equity

Signature: _____ Date: _____

Organization (if applicable): _____