Courageous conversations about race/ethnicity as a lived experience can be challenging and can potentially trigger emotional states of mind (pain, anger, blame, guilt, shame, confusion, and denial) that derail our ability to respond in a respectful and productive manner. The Equity Communication Pledge sets the norms to support and lead equity and social justice conversations.

I Promise to...

- Listen to deepen my understanding and stay engaged in the conversation by monitoring my thoughts for internal dialogue which may be occurring to counter what is being shared;
- Speak from my own experiences to avoid being the representative of a group. I will use “I” statements like, “I think, I feel, I believe”;
- Reflect on my intention and impact on others before asking a question or making a comment;
- Expect different viewpoints and avoid rushing to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue;
- Engage in opportunities to grow my equity lens and move towards solutions with constructive collaborative actions;
- Practice self-care by setting set time aside to process, reflect and recharge in positive ways.

Reflect

- Which of these might be a challenge for you and why?
- Which of these will be easier for you and why?
- We encourage you to lean into your strength while noticing the impact of the challenge area for you?
- We do not have to be experts, but we must be willing participants, learners, and intentional listeners to lead equity and social justice conversations.