

Our Commitment to Anti-Racism, Equity, and Inclusion. (Dated 10-20-20)

The individuals, organizations, and institutions undersigned affirm their commitment to recognizing, addressing, and opposing all forms of hateful behaviors, racism, and social injustice.

Our communities' futures require that all of us commit to fighting racism in all its forms. We must ensure that Black, Indigenous, People of Color can safely and freely live, work, and play and that everyone's rights are respected, no exceptions.

- Recognize that bias can be unconscious or unintentional.
- Stand committed to diversity, inclusion, and equity.
- Believe that diversity, inclusion, and equity will make us more innovative, creative, and productive.
- Recognize that our communities have significant work to do to address systemic racism.
- Resolve to actively listen to our Black, Indigenous, People of Color colleagues, friends, and communities on these issues; to unlearn behavior and assumptions; to humbly admit when we are wrong, even in situations that make us uncomfortable.
- Commit to build pathways to increase diversity in leadership positions and decision-making in our communities.
- Actively challenge policies that perpetuate systems of oppression and inequities in our communities.

We recognize that our objectives require ongoing reflection and action, and further recognize the need for adaptation as we encounter new perspectives and additional information. This statement must be a "living statement, able to be amended as we gain new understandings.

"Our lives begin to end the day we become silent about things that matter. In the end, we will remember not the words of our enemies, but the silence of our friends." - Dr. Martin Luther King Jr.