

Shift to Equity

commitment

The Pledge

PUBLIC COMMITMENT

We will publicly commit to becoming an anti-racist organization and commit to sharing progress, key learnings, and lessons learned through an open communication process as decided upon collaboratively by our team and community.

INVESTMENT IN EDUCATION

We will engage in anti-racism, pro-Black, and cultural competency training that prioritize race and help team members to move beyond traditional diversity, equity, and inclusion approaches and into how to move along the anti-racism institution continuum. These investments will include providing additional funding for Black, Indigenous, and People of Color support and a commitment to hire and pay Black consultants and educators for their work.

TEAM AND SPENDING

We will commit to one or more of the following goals:

- 50% of our team across all levels will identify as non-white
- 10% of our operating budget will be provided to support Black-owned businesses
- 5% of our budget will be spent on anti-racism continuing education and coaching support from Black, Indigenous, and People of Color Consultants, Trainers, and Facilitators.

TRANSPARENCY

We will share quarterly, public on our progress, changes made, key learnings, and lessons learned through an open communication process as decided upon collaboratively by our team and community.

ACCOUNTABILITY

We will create an accountability group of individuals who have been historically marginalized in our work to ensure their voices are included and heard in fundamental changes the organization is committed to making. These individuals will be paid for their time.