

Anti-Racism Pledge

We understand that race is NOT biological, and that racism IS real.

We believe that actions, practices, policies, or structures are racist if they have the result of oppressing people of color.

We believe that actions, practices, policies, and structures are racist if they have racist results, no matter whether the intentions behind them were friendly or hurtful.

We commit to examine our own actions, and to seek with humility to correct our own actions that are racist.

We commit to examine policies, practices, and structures for racism, and to use our own power to improve them however we can.

We commit to listen to those who have different heritage, culture, and experiences from our own with open hearts and open minds, and to learn from them what actions, practices, policies, or structures they experience as racist.

We commit to cultivate human potential by increasing racial equity; creating diversity-oriented educational, employment, and business opportunities; and investing equitably in our communities.

We commit ourselves to learn the history of New Mexico and the United States through a multicultural lens; to celebrate the triumphs, grieve the tragedies, and learn from the mistakes of the past; and to remember that our past is also our present, no further away than a memory.

With this pledge, we commit ourselves to honor and embrace diversity, and to stand against racism wherever it appears.

As part of my Anti-Racism Pledge, my organization will do the following:

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| Share the Pledge with our networks. | I can't do this | I'll think about it | I'll do it | My top priority |
| Make intentional spaces to share narratives of resiliency from communities of color. | I can't do this | I'll think about it | I'll do it | My top priority |
| Require anti-oppression training for leadership staff, at minimum. | I can't do this | I'll think about it | I'll do it | My top priority |
| Do a review of policies and practices within my organization to identify and remedy institutionalized racism using race equity tools (for example, see www.racialequityalliance.org/tools-resources). | I can't do this | I'll think about it | I'll do it | My top priority |
| Meaningfully engage diverse communities in our work and provide equity in access for each engagement, such as interpretation and translation. | I can't do this | I'll think about it | I'll do it | My top priority |
| Fill in your own action items: | | | | |
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