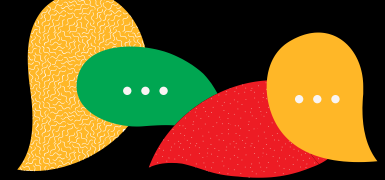


ANTI-RACISM STATEMENT



ACKNOWLEDGE

We understand that racism exists and is dehumanizing. System-level change is essential.



DISCUSS

We have learned that racist inaction is as dangerous as overt racism. We have to examine our own privileges as we continue our (un-)learning. Racism erases the individual.



VOLUNTEER

We will give of our voice and, through active and purposeful listening, devote our time and priority to critical thought. We will be vigilant in espousing courage and care while extending kindness.



OPERATIONALIZE

We will be open and transparent in our work to shift power and resources to those most affected by structural racism. We will interrogate our practices and prioritize equity. We will seek out resources from diverse perspectives and take meaningful actions to be anti-racist.



COMMIT

We are committed to uncovering unconscious bias, to taking action, and to speaking up until we see measurable and meaningful change on a policy level. We will do this by bringing people in, learning together, and supporting each other.



ASPIRE

We aspire to be anti-racist by making space and time for discussions, collaborating in anti-racist working groups, and using tools that promote authentic sharing through open collaboration.



TAKE ON

We resolve that our workplaces will look different in the near future.



EXPLAIN/EXECUTE

We will explain and execute our anti-racism through an equity lens that includes anti-racist work in our strategic planning.