



MY DIVERSITY, EQUITY, INCLUSION & BELONGING PACT

I KNOW I HAVE BLIND SPOTS

The inability to see that what I'm doing might be harmful to someone

I KNOW I HAVE BLANK SPOTS

A lack of data and knowledge about crucial differences in social advantages and disadvantages between myself and others

I KNOW I HAVE TOUGH SPOTS

The natural resistance to input that suggests my behavior conflicts with my intention

I KNOW I HAVE WORK TO DO

I hope you will always feel entitled to let me know if my blind, tough, or blank spots ever cause you to feel anything less than respected, included, and well-served by me

I promise to always do my best to receive your notice of my mistakes with humility and gratitude, to spare you from my defensiveness, and to learn what I need to know to be the most effective educator, professional, colleague, and friend I can be.