



Leadership Team Inclusive Commitment

We commit to be intentional in leading inclusively.

We commit to spending more time getting to know ourselves and understanding our own cultures. It is in understanding ourselves, that we are better positioned to understand others.

We will acknowledge that we don't know what we don't know, but we will not use what we don't know unconsciously as an excuse for inaction.

We will be intentional in exposing ourselves to differences. If we don't know, we will ask. If we are asked, we will assume positive intent. Most importantly, we will accept our responsibility in increasing our own knowledge and understanding.

We commit to speaking up and speaking out, even when we are not directly impacted—for there is no such thing as neutrality in the quest for equity, justice, and inclusion.

We will strive to accept and not just tolerate. To respect even if we don't agree. To be curious not judgmental. We commit to pausing, listening and understanding (striving to make room for voices at the table). We will be empathetic to the experiences and perspectives of those that are different from us. We will use our privilege positively, and get comfortable with my own discomfort.

We commit to knowing and doing better than we did yesterday—keeping in mind our commitment to lead inclusively is a journey, not a destination.