

# The Manager's Pledge



- I will acknowledge that I have biases that I need to understand and reconcile.
- I will commit to engaging in courageous conversations. They might sometimes be difficult, but I know they are necessary to create an inclusive workplace.
- I will challenge myself to hold other colleagues accountable when I have heard or observed racialized tones, behaviors, and actions.
- I will learn to humanize the experiences of all my colleagues and seek to understand and listen to their perspectives and lived experiences, particularly when they differ from my own.
- I will share my experiences and educational journey to help other managers create restorative justice practices.
- Even if I make a mistake, I commit to the daily practice of being a better manager who is committed to equity for all.

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