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.