



The Equity Communication Pledge

Courageous conversations about race/ethnicity as a lived experience can be challenging and can potentially trigger emotional states of mind (pain, anger, blame, guilt, shame, confusion, and denial) that derail our ability to respond in a respectful and productive manner. The *Equity Communication Pledge* sets the norms to support and lead equity and social justice conversations.

I Promise to...

- Listen to deepen my understanding and stay engaged in the conversation by monitoring my thoughts for internal dialogue which may be occurring to counter what is being shared;
- Speak from my own experiences to avoid being the representative of a group. I will use "I" statements like, "I think, I feel, I believe";
- Reflect on my intention and impact on others before asking a question or making a comment;
- Expect different viewpoints and avoid rushing to quick solutions, especially in relation to racial understanding, which requires ongoing dialogue;
- Engage in opportunities to grow my equity lens and move towards solutions with constructive collaborative actions;
- Practice self-care by setting set time aside to process, reflect and recharge in positive ways.

Reflect

- Which of these might be a challenge for you and why?
- Which of these will be easier for you and why?
- We encourage you to lean into your strength while noticing the impact of the challenge area for you?
- We do not have to be experts, but we must be willing participants, learners, and intentional listeners to lead equity and social justice conversations.



PRINCE WILLIAM
COUNTY

Prince William County
Racial and Social Justice Commission