

I acknowledge that our work is necessitated by conditions of concentrated poverty - produced through decades of white supremacist policy and legislation, and countless acts of racism on the individual level.

I acknowledge that it is not possible to address the effects of racial injustice without opposing racism - I acknowledge that defending the status quo serves structural racism.

I acknowledge that if I am not addressing the racism inherent in our systems and culture, then I am working against our goals as a social justice organization.

White folks in the office:

I acknowledge that, *by the fact that I am White*, I privilege from and contribute to systemic racism. I have been afforded comforts, favor, and security where people of color are subjected to exhaustion, precarity, fear and violence.

I acknowledge that to be anti-racist means to recognize that *action is needed*, and that I have a responsibility to engage in larger efforts, to organize and to act.

I commit to putting in work, embracing uncertainty, and assuming risks.

I acknowledge that to be anti-racist, means to be continually learning and transforming, which means to be continually opening myself up to criticism, discomfort, and growth.

I commit to taking continuing actions to understand and address racism as it is embodied in my person, my identity, biases, behaviors, actions and assumptions.

Above all, I commit to practicing vulnerability, humility and humanity to sympathize with, listen to, and trust in black leaders, peers, friends and neighbors, in order to understand my role in dismantling racist systems without reproducing white supremacy in the process.

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I commit to practicing anti-racism, by identifying, challenging, and eliminating racism where it exists in my person, my relationships, and the systems, policies, practices and attitudes that I encounter.