

STAND AGAINST RACISM PLEDGE 2019

Read at 10:45 in Skokie; 1:45 in Evanston



I pledge to:

- **Notice all forms of bias, prejudice and discrimination in which I participate.**
- **Identify and eliminate any use of expressions of racism or racial stereotypes.**

I further pledge to:

- **Use my voice or my pen or my social media, rather than be silent, when I hear racist words or see racist actions.**
- **Actively work to support public policy solutions that clearly promote racial equity.**
- **Intentionally join with YWCA Evanston/North Shore and other organizations or individuals in my community working to eradicate all forms of racism.**

I take this pledge, fully aware that the struggle to eliminate racism will not end by me reciting this pledge. It requires an ongoing transformation within me, as well as in the institutions and structures of our society.

Please talk with those around you before/after sharing the pledge, possibly reaching out to someone you don't know. These questions may help.

- a. What is one inequity you see in your community, workplace, school or house of worship? Are there steps you and others could take to impact that issue? How can you get those steps started?**
- b. How do/can you use your voice to influence others about issues of racial equity?**

Learn more about our YWCA Equity Institute at:
www.ywca-ens.org/equity-institute