

Personal Pledges, 8-27-21:

Act as an anti-racist to the best of my ability.

look inside myself to examine my prejudices, biases, and stereotypes and work to end their influence on me, even if unconscious

educate myself on steps to becoming anti-racist, and to inform my family on what I have learned.

I pledge to continue the social and racial justice emphasis that has been engrained in my curriculum and teaching philosophy for over the last 25 years since I've been a community college instructor.

I pledge my commitment to end racism, sexism, and all the various forms of discrimination. I support deeper training that reveals the inherent racism and sexism embedded in societal institutions, including the educational system. This is a commitment I've already kept for 42 years of teaching. I have been fighting against racism and sexism my entire life. As a woman, this has not been easy, and I've had to put up with and heal from all kinds of discrimination because of being a woman. I pledge to be part of making all institutions a safe and inclusive environment for all people.

call out racism when I see / hear it.

I pledge my commitment to end institutional discrimination and racism and will support deeper training that reveals the inherent racism embedded in societal institutions, including the educational system; and ask individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism

I will do my best to always stand up for social justice.

support my brothers and sisters of color by calling out racism whenever I witness it, and strive to dismantle structural racism.

give up my space to those who are consistently over looked, spoken over, and stepped over on the way to the top.

Call out racist comments or jokes.

Be mindful of those around me in order to truly see the individual and respect the journey that each of us takes every day.

Devote myself to becoming attuned to the subtle effects of racial bias in everyday interactions and environments. Pray that I am given the eyes to see more clearly what I need to see to become the advocate I need to be.

Honor and uphold the pledge and commitment to Anti-Racism Education

evaluate my own beliefs and behavior, recognize my mistakes, and act to improve myself

Examine my language and behavior and be open to changing any racist language and behavior called to my attention.

A ongoing and life long commitment to dismantle white supremacy and to support/organize other white people coming into movement for collective liberation.

Continue to make anti-racism not just a matter of the workplace, but our home life.

support deeper training that reveals the inherent racism embedded in societal institutions

Listen more.

Educate myself in an ongoing way about the history and impacts of US racism.

Advocate for ongoing anti-racist activities and advocacy in my religious community

Always treat everyone I meet with kindness, respect, and empathy. I promise to learn and do my best and to always have an open mind.

Continue to express my anti-racism, anti-sexism, anti-classism, anti-homophobia, anti-ageism, anti-adultism, and anti-religious prejudice beliefs and continue to strive to bring about a more inclusive society in my community and amongst my acquaintances, friends, and family members.

work with and support efforts to dismantle racist, sexist, homophobic, and xenophobic systems both internal and external. I pledge to continue to learn, engage in critical self-reflection and build my awareness of anti-racism goals, principles, and practices.

I am 100% in favor of any peaceful anti-racism activities that are designed to correct the past mistakes and actions that continue to allow individual acts of racism as well as those that created the environment of systemic and institutional racism that exists in our society. I am 100% in support of the BLM movement

<p>and the peaceful activities that support the movement. Additionally, I am 100% in favor of any peaceful anti-discrimination activities that are designed to correct the past mistakes and actions that continue to allow individual acts of discrimination as well as those that created the environment of systemic and institutional discrimination that exists in our society.</p>
<p>Continue anti-racist work at my local high school by serving on the Diversity and Inclusion Committee to advocate for anti-racist and inclusion policies in sports, classes, and within the school culture, administration, and student body.</p>
<p>continue to educate myself as I transition from the "learning" to the "growth" zone of becoming anti-racist</p>
<p>Decolonize my course materials to include diverse and relevant texts and assignments.</p>
<p>I, Sangha Niyogi pledge to fight White Supremacy in all aspects of my identity, life, relationships, and work.</p>
<p>To use my role as an educator and teacher of Anthropology, Chican@- Xicanx-Latinx, and Latin American studies to commit to the struggle to end institutional discrimination and racism.</p>
<p>It's hard to have patience with the system in which segregates our living spaces, our schools, and even musical preferences. As a person who has made deliberate and conscious choices to defy the mechanisms that divide us, it's hard for me to stomach the "sudden awareness" that seems so pathetically delayed. It's complex and complicated once you've witnessed racism and sexism in every corner your whole life. It's really hard to engage with the ground-floor level of conversation which seems so very basic, and yet I guess that is where most people are at DVC? So I personally pledge not to become impatient as we roll out this conversation at a level of awareness that sometimes I feel insults my higher understanding and awareness which I have reflected on since grade school.</p>
<p>Educate myself about diversity initiatives that can help me to grow as an individual.</p>
<p>I pledge to commit to ongoing efforts to (1) equitize my course syllabus and curricula, (2) to integrate an accurate portrayal of the contributions of people of color to chemistry in my courses, (3) to continue to examine my own assumptions and prejudices (including racism, sexism and homophobia) and how these show up in my teaching, (4) to be part of communities on DVC's campus that are equity/anti-racist focused.</p>
<p>fight all forms of racism and confront it wherever I find it. I will educate people in my life whenever I suspect racist thoughts or actions. I will also do my best to be an ally to people of color, including being a good listener, introspecting to confront any of my own remaining biases, and supporting people of color in whatever capacity they need.</p>
<p>Incorporate culturally relevant examples into my teaching to create a welcoming learning environment for all students.</p>
<p>I hereby pledge my support for the goal and principles of anti-racism education and will work towards eliminating racism from our schools and society as a whole</p>
<p>Not discriminate based on race.</p>
<p>I personally pledge to reflect deeply on my racialized identity and examine the ways in which I may be complicit in perpetuating White supremacy, and to look for opportunities to help others do the same. I will speak up when I encounter racism amongst my friends and family.</p>
<p>I pledge to be more aware of any unconscious biases I may have.</p>
<p>Work to educate myself more on this</p>
<p>Do the personal work necessary to confront and acknowledge the systemic and institutionalized racism in my life. Work to acknowledge the privilege I have as a white woman, listen to and uplift voices of color in my life, and work to be a better ally.</p>
<p>I personally pledge to use my skills and expertise to dismantle structural racism.</p>
<p>I promise to speak up about injustices I see and to have the courage to stand up for what is right, even when it makes me feel uncomfortable.</p>
<p>I personally pledge to examine any personal role I may have in maintaining structural racism, and join like-minded others intent on dismantling it wherever it may be found.</p>
<p>continue to learn about and implement different ways to make my classroom and meeting spaces equitable and free of racism, sexism and homophobia. To speak up against racist comments made regardless of who says them or in what spaces.</p>
<p>Particularly as it relates to how racism, bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups, I pledge to take responsibility for myself. I pledge to take responsibility for my continued education. I will reflect on my own thinking and continue to work towards</p>

greater self awareness to understand how racism has influenced me and inadvertently informed my perspective and behavior. Finally, though increased knowledge and awareness, I pledge to confront and address racism in that exists in the daily elements of my life.
I personally pledge to continue doing what I've been doing since I was a teen-ager, first living as an anti-racist, and then, continuing from the first time I taught, teaching anti-racism.
... keep myself informed with regard to the structural violence that perpetuates racism and sexism, but also my own unconscious biases. I will learn ways to have mutual conversations with people who do not see these issues, and will do so in a way that opens doors, rather than closes them. I will continue with my own spiritual and emotional growth that reveals and heals my own thought processes, biases and emotional reactions. I will stay informed.
I personally pledge to continue to correct institutional racism by actively addressing and changing where my own practices (and/or family practices) reinforce these systems of inequality. I also pledge to listen better without jumping to answers, which can reinforce silence in others.
I pledge to do what I can to fight systemic racism.
Read and learn more about black history in the US
Perpetually interrogate and dismantle my own biases. Perpetually seek out education and professional development opportunities that will help me to counteract and subvert issues of systemic racism within the field of education, and within my discipline.
I will be brave in interpersonal communications to invite people in to a place of greater understanding about the consequences of systemic bias. I will choose to do this despite discomfort with or anxiety because growth hurts.
Be mindful of the companies I support and the language I use and learn more about the systemic impact events in history have had on our society today.
educate myself about anti-racism (ex. I have read Ibram Kendi's book) and actively work towards anti-racism in my everyday life. This includes what kind of books I read to my kids, what stories I share with my class, how I vote, and educating friends and family.
to know when to step up but, more importantly, know when to step back and let other voices sing.
I personally pledge to put white fragility aside and to commit to ongoing learning and growth around my own complicity in racist institutions.
continually examine my own bias and work to grow in understanding of other's perspectives.
I personally pledge to take a stand against racism, sexism, homophobia and anything that inhibits the growth of all students and employees.
Offer and provide my services and guidance to prospective and current students and provide information to our community in an equitable and professional manner consistent with my goals of making DVC accessible to students and use my abilities to assist students to maximize their potential at DVC and beyond.
I personally pledge to read and learn more about how to be an anti-racist individual and to make that learning process a higher priority in my daily and weekly obligations. My goal is to listen, speak, and act with greater understanding, humility, and courage so that I personally reflect our campus' commitment to authentic anti-racist practices.
...to learn, grow, and be a white ally
Continue our work, as Peter Elbow says, as "conservators of knowledge and agents of change." This means to continually reflect on the traditions of my discipline while making it more inclusive of all of our experiences. It means to discuss canonicity and the mechanisms by which that canon ought to evolve. It means meeting the students where they are and offering whatever support I can, listening, values clarifications conversations, material support.
Continue to read, listen, and act.
I personally pledge to speak up and speak out whenever I witness injustice.
I personally pledge to be committed to supporting the dismantling of systemic racism.
Constantly educate myself on anti-racism and anti-discrimination practices. Be open-minded, humble, and self-correcting when needed.
I personally pledge to continue my work in the classroom, in my community to end institutional discrimination and racism.

I'm going to teach my students to look for evidence of disproportionate impact to communities of color when examining datasets or published summaries of public data. Specifically, we'll look at COVID data from the California Open Data Portal.
Read at least 3 anti-racist books. Be brave in calling out the next racist situation I encounter, even if I do it badly.
Continue to work on changing our college's structures and culture to be truly equitable for our students and our community.
make note of my implicit biases and work to eradicate them.
Speak more openly with friends and family on what it means to be an anti-racist. Talk about our biases and assumptions in a more critical way.
Be more aware of myself and what image I portray. I want to make sure that I show I am not racist and live in that everyday. I also want to teach these values to my children.
I personally pledge to engage in conversations about anti-racism with members of my family, social sphere, and community and to donate to organizations doing important work in advocating for anti-racist policies.
Enter into my discomfort about talking about race with family, friends, and colleagues in order to make a difference to heart and minds every time I can through deep listening, respectful questioning, and through seeking understanding.
I PERSONALLY pledge to continue learning and growing with my peers. Ask questions when I don't know the answer, listen to others carefully, hold myself accountable, speak up more against racism or any acts of discrimination. The work and fight does not stop, it must continue to make change, that means reflecting, learning, and growing.
...use my platform as a teacher to highlight underrepresented voices and develop students' awareness of white supremacy; push through my discomfort and call out micro aggressions and other racist speech when I encounter it; examine the ways that white supremacy manifests within my behavior and thoughts; work to dismantle white supremacy within myself and in the spheres in which I have influence.
I pledge to treat people not based on the color of their skin, appearance or the way they talk, but based on their actions.
to practice self-care and do my best to avoid racial battle fatigue as I engage in conversations about race & racism on my campus.
Engage in this work, especially when it is difficult.
Continue my personal education on the impact of my biases in order to personally think and act differently.
I pledge to spend the rest of my life working to dismantle the bubble of privilege I've been living in, and continue to live in, and to see things I have not been able to see because of it. I pledge to share what I learn with my family, and call out racism when I see it. I will do the work to be able to see it where I have not in the past by reading more and consuming media by and about people of color, and not avoiding uncomfortable conversations.
Expand my curriculum with a focus on artists and creators of color; discuss anti-blackness in multiple units; create a curriculum that focuses on how imperialism and colonialism have been foundational to ideas of Western Art History; create more student choice in assignments to bring in culturally relevant content
I PERSONALLY pledge to continue to promote, advocate, and support diversity in any educational institution.
honor and respect the parts of me that have been traditionally minoritized or silenced by racist systems of oppression.
Continue bringing anti-racist discussions into my conversation with friends and family. Discussing racism and its effects with my young children. Engaging in webinars and workshops around parenting anti-racist children. Participating in the Equity and Inclusion Committee at my son's school. Sharing anti-racist educational tools to my friends who are educators outside of the college.
I pledge to continue learning all that I can about how to be an antiracist and to teach my children as well. I will work on becoming more courageous and calling out injustice and racism when I see or hear it.
Be actively anti-racist in my life -- calling out casual and institutional racism when I see it rather than being quietly angry. Continue to do the work and evolve.
Engage in uncomfortable conversations.

I pledge to continue developing my pedagogical practices through an anti-racist lens: promoting the words, voices and ideas of diverse writers and students, continuing to educate myself on antiracist practices that I can use in my own life as well as on campus, and encouraging discussions of institutional racism and antiracism among my peers.
I personally pledge to do my best to remember that every human carries innate bias within them. It is my hope that in remembering this, I will be able move out into my world with a greater awareness of my thoughts, words, and actions. I also hope that by remembering this, I will be able to offer empathy and forgiveness to myself and others when we demonstrate that we still have more to learn.
Devote myself to understanding the implications of my words and actions within the framework of cultural and institutional racism. Express anti-racism ideology and encourage others to speak for social justice and create a more equitable and inclusive community.
I pledge to support the commitment to the college anti-racism education.
learn more about the cultural upbringings, histories, and past and present challenges faced by friends and colleagues who are people of color; take responsibility for my own learning; challenge stereotypes and racist behavior when I see them in myself and others; and not get defensive when others challenge me.
strive to integrate an accurate portrayal of the roles and contributions of all groups throughout history, particularly groups that have been underrepresented historically; identify how racism, bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups, and how these limitations have challenged and continue to challenge our society; encourage all members of my communities to examine assumptions and prejudices, including, but not limited to, racism, sexism, and homophobia, that might limit the opportunities and growth of people; offer positive and diverse role models in our society; coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups; promote a safe and inclusive environment for all; actively work to clearly define-and redefine as circumstances dictate-key terms and phenomena related to racism; and critically reflect on anti-racism efforts to ensure their relevance and effectiveness.
I personally pledge to do regular self-checks to ensure that I am aware of my biases and strive to make changes within myself so that my biases do not negatively affect my social interactions with others.
I personally pledge to apply the JEDI (Justice, Equity, Diversity and Inclusion) model to my approach both in and outside of class. I will remain approachable and a life long learner so I then can impact the lives of my students.
I pledge to look at myself and face my biases and privilege's honestly. To call out racism where I see it, and be a voice of positivity, freedom, and equality.
I pledge to to examine and challenge my own biases. I pledge to examine how my teaching enforces or supports systemic biases.
I personally pledge to elevate the voices of my students in all courses and workshops.
I personally pledge to be on guard against (and seek to understand and eradicate) implicit biases I may have.
I pledge to continue to listen, ask questions, reflect, and examine my own inherent biases and how white privilege has played a part in my life.

In my institution (campus), I pledge to; 6-1-21:
Work to call out racism when I see it.
to give every student the resources they need to succeed no matter their background or status
Foster a welcoming environment for my students. Show them that science is for everyone. Show them examples of a diversity of people employed in science related careers.
I pledge to continue mentoring, educating and getting involved in initiatives to quell deep seeded racism in our institution even if it makes me or others uncomfortable.
In my institution, I pledge to make my classes and any interaction with anyone in the district a safe, healthy and nurturing experience, free of any kind of discrimination.
Have a sign on my office door that shows I am committed to anti-racism.
I commend DVC's Academic Senate for initiating this effort.
I pledge my commitment to end institutional discrimination and racism and will support deeper training that reveals the inherent racism embedded in societal institutions, including the

educational system; and ask individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism
I will do my best to change institutional racism for our students and staff.
Create safe, supportive, inclusive environments in my classes and in my work with students and colleagues that value and celebrate the contributions of all groups 365 days a year.
be a catalyst for change, to call people in, and to allow voices the space to be heard where they might otherwise not be. I pledge to use my privilege to lift up the experiences and offerings of my BIPOC colleagues, students, and DVC community.
Make sure I'm representing diverse voices and highlighting scientists of color in my curriculum.
Find common ground among my peers and the students that we guide as a way to have conversations that are open, meaningful and without fear.
Review all curriculum and content before utilizing it. I will scrutinize my course with an eye devoted to eradication of racist content. Understanding that racism is so pervasive, while I may have no intention to do so, without diligence I might unwittingly be inserting materials into my course that perpetuate racist concepts or harm the cause of equity.
Commit to professional development, hiring practices, and/or curricular changes that work to dismantle structural racism
stay committed to workgroups that educate and train our faculty and staff in anti-racist work
Stop someone immediately when I witness them using racist language or behavior and tell them that I don't find their language, behavior, or ideas acceptable.
See the return of indigenous artifacts and ancestral remains held by the college to their rightful descendants.
Be brave (and humble) in creating space for conversations on anti-racism in a remote classroom.
ask individuals to examine their personal role in the support of racist structures and the commitment to work to dismantle structural racism
Read more work from authors and scholars fighting against racism.
Diversify my department
Research and highlight the work of minoritized scientists, sharing this work with my students and integrating it into class projects and curriculum.
Support every student and help them succeed, despite any disadvantaged socioeconomic background. I will use OER whenever possible to break down barriers that could limit those suffering from the effects of institutional racism.
Continue to speak up and learn.
Continue to make anti-racism part of the curriculum of my classes by presenting readings by writers representing oppressed groups and by fostering discussions of anti-racism in the classroom, to encourage students to take peaceful and intelligent action toward the improvement of social justice in their own lives. Also, to continue to learn more about how I can be a more able and effective promoter of social justice, both in my work and every day life.
continue to center the voices of BIPOC students, faculty, and staff on campus, be open to opportunities for dialogue and work collaboratively to break down institutional policies and practices that perpetuate discrimination and racism.
Include in every class for which I am assigned at least one section of study related to social equity and anti-discrimination and how past practices have created social inequity and systemic and institutional discrimination.
See all people in my classes. Listen to all voices. Use curricula in my classes that highlights the contributions of all cultures that make up America. I acknowledge that America is a land defined by indigenous people and immigrants from all over the world. I hope to build my class structure around topics and content sourced from student experiences and interests.
engage in more discussion with students and colleagues about anti-racism
Serve on committees that fight institutional racism and have difficult (but necessary) conversations with my colleagues about how our institution needs to change.
As co-chair of Student equity and Success Committee, co-director of Social Justice Program, and member of the Racial Justice Taskforce, I promise to keep equity and racial justice front and center in all our efforts.

Keep teaching anthropology and helping students in their academic paths. I work mainly in Diablo Valley College, but I also teach in Contra Costa College. In all my classes I teach Anthropology, this academic discipline, in theory and practice as I teach it, is an anti racist academic practice and discipline.
Teach with cultural and community awareness. I will teach with a student-centered approach and value all student contributions to our collective classroom experience.
educate myself and others about diversity and inclusion
I pledge to commit to ongoing efforts to (1) equitize my course syllabus and curricula, (2) to integrate an accurate portrayal of the contributions of people of color to chemistry in my courses, (3) to continue to examine my own assumptions and prejudices (including racism, sexism and homophobia) and how these show up in my teaching, (4) to be part of communities on DVC's campus that are equity/anti-racist focused.
communicate with students and other faculty members whenever I perceive racism to educate them and fight racism. I also pledge to expose any forms or acts of racism to my colleagues and superiors.
Engage in conversations with my colleagues to incorporate anti-racist policies into my pedagogical practices
As faculty and staff, we stand in support of our courageous students who bravely speak against the systemic racism that plagues Diablo Valley College and the nation. We stand behind their commitment to end the marginalization of those deemed "other" and affirm both their pain and dream.
Not to discriminate based on race. (Which I have never done, by the way.)
Within my institution, I pledge to continue to teach anti-racist curricula and to engage in challenging conversations about racism with students and colleagues. I will continue to provide and advocate for anti-racist training as an essential professional competency.
work on diversifying our hiring practices.
Work to eliminate racism in the college
Work to make my classroom anti-racist. Update and continuously evaluate my curriculum to be anti-racist. Provide diverse examples of scientists, explicitly discuss how science, society, and racism have historically intersected and how they continue to intersect. Communicate with my colleagues and my department to incorporate anti-racist curriculum across multiple courses.
I pledge to offer my expertise in criminal justice and restorative justice at my institution toward building a more equitable campus community.
I hereby pledge my support for the goal and principles of anti-racism education and will work towards eliminating racism from my curriculum and society as a whole.
In my institution of Diablo Valley College, I pledge to examine hiring practices, and promote the hiring of a diverse group of faculty and staff.
I pledge to work daily with an equity lens, being committed to ensuring that we are working together to dismantle discriminatory and racist policies and practices at our colleges so that every student has the possibility of achieving their dreams with our full support.
I will continue to read and teach the writings of outstanding African-American writers, assigning homework, discussions, and essays to bring critical thinking and self-reflection to the study of Black history, autobiography, biography, and literature. I will continue, myself, to read some of the best available literature, as I am doing now.
The two books I am currently reading are: the Pulitzer-prize-winning "Frederick Douglass: Prophet of Freedom" and the just-published "400 Souls."
... help to empower all students and faculty to achieve their goals and find their own way, without making assumptions about "success" or "the right way to be". If I am aware of cultural differences and my own assumptions, I'm able to do so in a non-judgmental and accepting way. I will provide resources for folks needing a hand.
For the classroom, I personally commit to working towards promoting online equity by participating in professional development related to culturally responsive teaching and learning in the online classroom and supporting faculty in making changes to their online teaching. And, as a colleague and institutional representative, I will help with implementing better hiring practices that work towards uprooting inherent racism.
In my institution, I pledge to present diverse variety of people in my discipline, as well as discuss the low numbers of such individuals in my discipline.

Create an inclusive workplace for our employees of color
Invest in equity driven initiatives, use self-reflection and data to see where we are failing our students and implement research-based plans for improving. Listen to my students and constantly work to provide them with a truthful, representative, transformative education.
I will work to create assignments and spark conversations in my science classroom around the manifestations of systemic bias and institutional racism. I will use data to drive those conversations to help students appreciate the quantitative arguments at play but will always link to external readings and provide space for reflection on the qualitative student experience.
Make a conscious effort to identify and address assumptions and prejudices that have become embedded in our societal norms and teachings. And to work actively to promote a safe, diverse, inclusive space for all.
examine whether my course materials are anti-racist, and continually think about how to make my classroom a more anti-racist environment and improve every semester.
continue to have representations of all groups in my curriculum, focus on student needs, and create a brave space for students to feel supported in their learning and growth regardless of .
I pledge to continually update my curriculum and learning activities to combat racism in all forms.
incorporate diversity into my curriculum where possible to challenge student perspectives. speak up if I hear or see a racist comment or action.
At DVC, I pledge to make DVC a safe and inclusive environment not only for my own students but for all students, faculty, and staff on campus.
Provide equitable access to and delivery of the counseling services I offer to students at DVC in a manner that is welcoming to students and represents my best efforts in guiding students toward successful outcomes.
I pledge to sign up for professional development that will help me be more inclusive and equity-minded in my work life.
...to support equity, inclusion, transparency, and our mission
I pledge to continue the work of metacognition in terms of racial and social justice, awareness of the issues while talking about the issues in terms of literature and other course content and ways of teaching it.
Not only listen to but hear and amplify Black voices in my department.
Continue to work in my classroom to show that racism is not just bad words or bad interpersonal interactions, but a system that reaches into education, health care, finance and real estate, and so many other areas.
In my institution, I pledge to continue to work towards ensuring that underserved students have a voice and feel a sense of belonging on campus. I will work to make sure they know that they matter.
In my institution (DVC), I pledge to break white silence by having honest, candid, and uncomfortable conversations about race, white supremacy, and racial justice.
Bring an equity focus to all aspects of my work and strive to influence policy and procedure to reflect this focus. Listen to students and coworkers from marginalized groups when they discuss their needs. Speak up in cases where I feel discrimination is occurring and find creative alternatives.
In my DVC campus, I pledge to continue deep inclusive and at times challenging conversations with my students and colleagues to end institutional discrimination and racism.
Attend at least 3 anti-racist workshops or trainings this semester.
Fight against all forms and manifestations of prejudice and discrimination that affects our students and our community.
treat all staff and students equally and listen to People of Color as they share their experiences with racism.
Work to enlarge my circle of trusted work partners to include people of color.
In my institution DVC, I pledge to treat everyone the same and not come in with biases or preconceived notions of anybody.
On my campus, I pledge to advocate for curriculum choices that amplify diverse voices and promote modernized teaching strategies that help elevate students and prepare them to enter the world and workforce as better advocates themselves.
Review every project and initiative through a lens that focuses on equitable outcomes for students and staff.
I pledge to keep having conversations, stay engaged and share knowledge with others. Be inclusive, be uncomfortable, have those difficult conversations so we can learn, grow, and find forms of action we can

take to fight against racism together. The goal to become an anti-racism institution should be a shared goal by everyone and it is not a one time resolution.
...push for more equitable hiring practices and curriculum, and do all I can to dismantle white supremacy wherever I see it manifest in our institution.
I pledge to advocate for and support the anti-racial behavior and notify administration if I am witness the racially discriminatory bias behavior forward any individual at my work place.
continue to keep racial justice front and center as an employee of this district.
Use an anti-racist critical lens to evaluate and redesign my curriculum and methodology. Use an anti-racist critical lens to reflect on the way my role in the institution may unintentionally uphold structural racism and actively change my behavior in ways that help to dismantle structural racism.
Continue to learn of the racism inherent in the educational system and to actively challenge that system, specifically in the areas of hiring, program development, student services and academic success.
I commit to attending more workshops and other educational opportunities, every semester, to further my education.
Center the voices of my Black colleagues; listen to and support their needs; make anti-racist PD a consistent component of the Flex calendar
In my institution, Diablo Valley College, I pledge to listen with patience and an open heart to those that need someone to listen, with no judgement, just support.
invest time and energy into understanding and overcoming how coloniality exists in my field, my classes, my department, and the college as a whole.
Continue to participate in and encourage staff to participate in anti-racist webinars. Commit to reading anti-racist articles on a regular basis. Continue to further RJTF work at the college through committee assignments and activities.
I pledge to continue learning about anti-racist practices and to incorporate what I learn into my work and teaching.
Push for systemic, institutional anti-racist changes. We can't change as a campus unless we dismantle racist processes that put barriers in students' way. Use more precise language that actively calls out racism (individual, systemic, and institutional). "Equity" needs to be more than a buzz word, and I pledge to more actively call for changes that address racial equity in processes and practices.
Be a listener and learner.
to continue working to improve access for minority students through programmatic as well as pedagogical changes. I will also help to push for broader changes on a n institutional level.
In my workplace I pledge to do my best to remember that every moment, every interaction, every email or conversation, is an opportunity to represent the world as we would like it to be, an opportunity to create a world of equity and inclusion.
Use my role as an educator to commit to the anti-racist agenda and support others in their quest to share, speak, and write the words that encompass their truth, vulnerability, and ability to create change.
In my institution, DVC, I pledge to work collectively with my team and the college as a whole to continue building equitable and inclusive opportunities for all students.
be aware of and willing to confront unintentional but systemic racism that affects employees, co-workers, and students, and implement changes that will help create a more equitable, inclusive environment at DVC.
strive to integrate an accurate portrayal of the roles and contributions of all groups throughout history across curricula, particularly groups that have been underrepresented historically; identify how racism, bias, stereotyping, and discrimination have limited the roles and contributions of individuals and groups, and how these limitations have challenged and continue to challenge our society; encourage all members of the educational community to examine assumptions and prejudices, including, but not limited to, racism, sexism, and homophobia, that might limit the opportunities and growth of students and employees; offer positive and diverse role models in our society, including the recruitment, hiring, and promotion of diverse employees in community colleges; coordinate with organizations and concerned agencies that promote the contributions, heritage, culture, history, and health and care needs of diverse population groups; promote a safe and inclusive environment for all; actively work to clearly define-and redefine as circumstances dictate-key terms and phenomena related to institutional racism; and critically reflect on anti-racism efforts to ensure their relevance and effectiveness.

In my institution DVC, I pledge to utilize culturally responsive teaching by being intrusive, giving warm hand-offs, and creating a caring learning environment that allows students to reach out to me. I strive to re-evaluate my curriculum and find ways to incorporate social justice into my lessons by empowering students to share their cultures within the context of the course curriculum. I incorporate anti-racist curriculum and social justice standards into my lessons regularly.
I pledge to speak up on behalf of others in any setting when justice and equity are not being represented.
I pledge to work with my colleagues to make this an institution free of racism. To be an instrument of positive change.
I pledge to be more consistent and active in my ally ship and advocacy.
I personally pledge to speak out when I observe any instance of racial discrimination.

<u>Please share in your own words why committing to the Anti-Racism Pledge is important to you (8-27-21:)</u>
Racism is harmful to all society.
I want to make sure that every student that comes through DVC is successful and doesn't have to overcome any barriers to get a good education
It is vitally important for me to increase diversity in STEM fields. With a looming climate crisis, we need as many different voices and perspectives as possible to change course.
As a person of color, I have been fighting for racial and social justice for my people, family, and community.
This is a commitment I've already kept for 42 years of teaching. I have been fighting against racism and sexism my entire life. As a woman, this has not been easy, and I've had to put up with and heal from all kinds of discrimination because of being a woman. I pledge to be part of making all institutions a safe and inclusive environment for all people.
As a woman of color, I have faced racism myself throughout my life.
Until we are all free, none of us are free.
Human rights are above all most important. Racism of any kind is anti-human behavior and; therefore, cannot be and will not be tolerated.
Racism is extremely prevalent in every nook and cranny of this country, and though as a white-passing Latina I have not experienced much of it directly, I have seen its direct impact on my family and friends. As an educator, I have power to influence my students' ways of thinking, and I want to make sure I'm having a positive influence on them, celebrating people of color, and demonstrating anti-racist behavior.
Someone once said, A forest has no value until it can be cut down. As humans, we will never find our true potential as individuals until we overcome our fear of others and embrace ourselves. As an educator all I see is a forest of possibilities for growth and renewal.
A pledge is a solemn promise.
I hope that by making this pledge I can be more aware of the issues and concerns of students of color in my classes and by becoming more aware better able to help them succeed.
I always have been and continue to be an advocate of Anti-Racism. I am honored to take this pledge and make personal and work-related commitments and ultimately strive towards a world without racism.
Institutions have been set in place to keep certain people - Black people, people of color - at a disadvantage, and these people are continually punished for it. We must do everything we can to change this, and educational institutions, whose goals should be to eliminate ignorance, should be at the forefront.
Every member of our community--students, faculty, and staff--should feel supported, heard, and respected. Bettering oneself means examining oneself and knowing that there are always hidden biases to work on.
I want to support organized and visible anti racist efforts in the academy that align with community-lead racial justice movements.
The pledge to me is an affirmation the truth -- that racism does exist in our community, in our institution, in our classrooms. The pledge to me is an affirmation of the space between this reality and our ideal: that all members of our community can feel seen, heard, and safe. That all members of our community matter, especially those who have been told they don't matter. And this pledge, also, means that it's my responsibility as an educator, as a member of this community with privilege, to do the work to close this chasm between the real and the ideal.

I'm signing this pledge to make sure that my community knows that I'm going to do this work to close that gap, and to encourage others to join us.
I have a son-in-law who is fighting racial inequities every day.
It acknowledges what we've known about ourselves and our country, but have been too slow to respond to.
It affects so many students and employees at the college, including those of us from the dominant culture.
It has become clear to me that structural racism oppresses many people in this country and the only way to dismantle it is through intentional work by those who hold power.
Institutional racism is too frequently dismissed. Every student deserves to succeed, and it is my goal that every student in my course and on my campus to feel supported, heard, and cared for.
To reaffirm my commitment to making our district better for our students and colleagues
By bringing these issues to the forefront and making a public statement and commitment of my values and dedication, I am able to show others, but more importantly, reinforce personally, how strongly I feel that people, today, need to do more than nod their heads toward those who speak up for social justice.
Racism is a thread woven into the foundation of our country that has created a system of inequality. For the words of the founding father's " All men are created equal" to really be true I have to commit to and work towards a society that works from a new foundation of anti-racism.
Racism at any level or manner is unacceptable and must be addressed, in words and deeds. Racism and discrimination go against the pillars of American society. Each individual should be recognized for their skills and special abilities and not limited by anything of any measure outside their own potential. It is also the responsibility of everyone in society to ensure that all individuals and groups are protected from any individual, societal, or systemic actions that limit a person's ability to access opportunities that society provides or that limits access to an individual's ability to reach their fullest potential.
None of us can be free until we are all free and recognized for our full human potential, and have access to partake equitably in all aspects of society, housing, education, work, and everything that we do.
While many of us may feel that we don't know how best to contribute to anti-racism or that our efforts are inadequate or ineffective, committing to the pledge is a clear way to declare our values and intent.
Higher education perpetuates systemic racism and it is up to us to change our systems to better serve our students and communities.
As educators we have to address injustice. We can't push racism aside. Our students see it and live it. They know it exists. It's OK for us as teachers to not know and to pause and listen.—we need to let go of our egos and really work collaboratively with our students.
I decided to study anthropology because is the academic discipline founded in the United States to combat the scientific racist institutions of the end of the 1800 and beginning of the 1900s'. The Founder of American Anthropology Franz Boas was a Jewish immigrant from Germany and became good friends of WEB Dubois. Thus anthropology as we practice it today has a long tradition of being in solidarity with all grass roots movements and intellectuals fighting to end official institutional racism in the USA. Thus for me becoming an anthropologist was the pledge I took to combat racism in Mexico in the 1990', as Indigenous people in Mexico suffer a similar type of racism with the brown mestizo culture. As a Mexican anthropologist living in California with a work permit - resident status, and being a migrant my self, I have experienced and seen the great inequality that exist in the educational systems. Further more I realize how the educational institutions, the prison, judiciary and legal system work together to continue the USA tradition of oppressing African American specifically, and thus as a Mexican that has seen how white privilege is used in the academic system, I find it imperative to support the struggles for equality of the African American population. As a Mexican immigrant is also relevant because we Mexicans even with out the proper documentation to work here in the US, are treated better than the African American population that are in their own country. For that reason it is important for me to pledge solidarity for their struggle of equality. I also realize that this Anti-Racist pledge is to fight against racism against all groups , but it is only the African American population who is systematically murdered and imprisoned by the police nationwide.
After 9/11, DVC didn't know what to say, and indeed no conversations were had. Pleasant Hill was covered with the American flag, blanketing Contra Costa Blvd. There was no message to faculty to encourage discussions between students within our classrooms. Students in my classes were oddly unwilling to talk about it. It was surreal. It became clear to me that our students aren't very kind to each other and the culture of DVC has an austerity and coldness that can be witnessed in gated communities across the nation. And I work here. Sigh. It's really hard to watch DVC fail at this task for 20 years -- the task to be

<p>compassionate and admit the complexities and challenges which are unfairly punitive to large swaths of people. I watched our former DVC President Ted Weiden tell a group of students who gathered after the Trump election that "there's no meaning in the words 'sanctuary campus'." I don't know if DVC can overcome its own immediate community's biases, but it's heartening to witness DVC trying.</p>
<p>As a part-time faculty, it is important for me to be aware of diversity among my students. It is also important for me to be educated about such matters so as to better help my students as well.</p>
<p>It is important to me that every student in my classes sees themselves and their stories represented in my syllabus and classroom, that all students have access to engaging in rigorous scientific thinking and learning, and feel strongly equipped to step into future classes with their strongest foot forward. I recognize that in STEM disciplines, this vision is rarely the case for all of our students, and it is deeply important to me that I work within my discipline to change this.</p>
<p>Committing to anti-racism is critical to fighting the white supremacist history and current climate of our country. We really need to confront racism in our country's current state more than ever due to the exposure of white supremacy now that overt racism has been so blatantly exposed.</p>
<p>I feel it is important to make concerted efforts to create an equitable and welcoming learning environment, especially for groups that have had historically reduced levels of participation and success in my discipline (biology).</p>
<p>As a Deaf person, I know what it feels like a second citizen. This idea of Anti-Racism Pledge will greatly help many Deaf people to feel self-worth and supportive among all of us.</p>
<p>Committing to the Anti-Racism Pledge is important to me because it is important to show our support for people of color.</p>
<p>In my fight for racial justice, there have been times when I felt defeated--times when it seemed that justice could not possibly prevail. I am not naive. I don't believe we will end racism in the next ten years, or fifty, or two hundred. But racial justice is not a destination; it is a process. Racial justice consists of movement towards critical self-reflection, consciousness, and change on both an individual and a societal level. The point is not to end racism once and for all, but rather to strive towards justice. Racial justice is a process of becoming. I have believed this for many years, and taking this Anti-Racism Pledge renews my commitment in the important company of colleagues. My college supports anti-racist work and takes it seriously enough to encourage faculty to take this pledge. We are becoming.</p>
<p>If good people do nothing, evil triumphs</p>
<p>Being one of a few African American women in the country holding a Ph.D. in criminal justice, I pledge to use my expertise to implement where ever needed to fight against structural racism at my institution and community.</p>
<p>I believe every person should have the right to a safe and happy educational environment and not made to feel ashamed of who they are.</p>
<p>It is by living alongside, and working among widely diverse people that I may hear the greatest variety of voices. I do not expect to find solutions to our common problems by looking in one corner of the world. It is by celebrating a variety of cultures that new ideas and solutions may be discovered. It is not only to seek solutions that one commits to an anti-racism pledge, my commitment to the equitable inclusion of all cultures contributes to an enlightened, creative, and vibrant community.</p>
<p>This is an important start. Our pledge must be followed with action and sustained commitment to show that this is more than a symbol.</p>
<p>Without saying the words, I took this pledge for my lifetime from my first semester in college, and started implementing it in my personal and work life then. I continue to do so.</p>
<p>It is a way of life, and a way of being.</p>
<p>My parents and sister come from Germany. My parents were peasant children during the war so I was raised hearing those horror stories of bombs and xenophobia. I've studied Nazism and the war extensively, both privately and at UC Berkeley (graduated in 2015)- and I saw Dachau in person. My father is quite racist and it has always caused me visceral pain. I'm tired of hate and divisiveness. I believe all of the holy examples in every religion model love for all of humanity. My minor at Cal was Peace and Conflict Studies, with an emphasis on Nonviolence, and I took classes on multi-cultural conflict resolution, so am aware of how we can make assumptions of "other", and I learned so much there about the machinations of these issues. Racism, sexism, religious bigotry and xenophobia bother me greatly.</p>

It is important to me that we work with a diversity of voices so that we can learn from each other, explore culture, share, and exchange. I don't think there is creativity without diversity.
I want my students to know that they can depend on me and feel open to discussing uncomfortable topics in class or with me personally.
I find injustice insufferable. And if one is silent in situations of injustice, effectively one sides with the oppressor.
My golden rule as an educator is "do no harm". Taking an anti-racism pledge, and especially one endorsed by such a large body, feels like a symbolic but important step toward uniting in that goal, and preventing further harm from being done to our students, colleagues, and institutions.
As a southerner by heritage, though thankfully born into a family who believes and fights for the goodness and justice for all, many of the conversations around race and equity were avoided in public for some misguided sense of politeness. I mean my AP US History class even taught the civil war as a mere disagreement on economics, forgiving so many sins. I have a lot in my ancestry and in my own lifetime to make up for and as an educator, I have the platform to make progress in that direction for myself and my students. I owe it to them.
We live in a society that has been built on the backs of the marginalized. It's time that we acknowledge their contributions. We need to make this a society for everyone. If we want to improve our society, then we need to work towards equity and not just equality. And the first step towards this goal is to recognize that racism has no place in a functioning society.
Each person needs to be held accountable so that we are not passively supporting the status quo.
Doing this aligns with my pedagogy, beliefs, and focus, in short with who I am. Our BIPOC students, colleagues, friends, and family matter. It's time we start proving that. This pledge is not enough. But it is a start. Now we must ALL act and show.
Anti-racist work should be a given, especially in education, but unfortunately it is not.
This pledge is important to me for so many reasons. Racism is wrong and I believe it is fear-based. We are stronger as a society and college when we embrace diversity and diverse points of view. When each person's contribution is valued and respected we all benefit. When someone is hurt by racism we all lose.
It is important that all have equal opportunity, inclusion, and fair treatment in our society so we can advance together and create a better world.
Taking this pledge is important because I want to be part of an inclusive college that openly works hard to promote equity in a safe learning environment. I want to feel proud of where I work and having this pledge definitely supports that need.
Racism is a major cancer of society, and much like the intensive chemotherapies required to eradicate cancer, intensity of purpose and commitment is required to eradicate racism.
For me, committing to the Anti-Racism Pledge is a moral obligation.
We see/experience discrimination in our institutions and community, which causes harm and holds us back from thriving and healing together.
It's important to be an ally and express one's commitment consciously as that invites all kinds of energies that can be brought to bear on this community effort. It's not enough for me to say I'm already doing the good work as that could lead to complacency and passivity. I need to be actively in the game.
Systemic racism materially hurts us all and that system will continue without action against it.
This is my life work as an educator. I'm taking this pledge to reaffirm that this is and always has been my life work.
Committing to the Anti-Racism Pledge is important to me because I have learned that I have unknowingly benefitted from racism. It's important to confront racial inequalities and strive for racial equity and social justice.
I value diversity and equity in my personal life, community, and in education and I want to be a part of the solution instead of the problem. Over the past few years I have been working to unlearn/re-learn many of my own subconscious biases and I recognize that this work will be lifelong. I hope that I can encourage my community to be more open, honest, and empathetic in the hopes that no one will be left behind due to discriminatory or racist practices.
As an immigrant and a woman I've personally and repeatedly experienced discrimination. I've also experienced amazing support from my US family and community and benefited from the opportunities this country provides to people who seek to better their circumstances. I can deeply relate to the challenges and

often personal danger immigrants and women face. I'm an optimist, believing in the good of people. I'm committed to do my part to help others overcome hate and division.
White supremacy is toxic to all of us--to white people as well as people of color. In addition to the indescribable harm it does to communities of color (and the people therein), it makes white people fragile and insensitive, arrogant and clueless, and causes all of us to see only a fraction of the world, since our lenses are so limited by assumptions and ignorance.
It's an essential foundation of our work.
Our country has spent far too long ignoring the years of racism and unequal treatment of People of Color. It is overdue to learn to respect and appreciate others and truly accept people as they are.
We won't ever reduce the divides in this country unless we examine how we have produced a culture that is not inclusive of all people. I see people in my community, a mostly white neighborhood, go about their lives using their connections and power to better their own, but I don't see many effort to better others. It's viewed as somebody else's problem. That attitude won't make progress in this challenge.
This is important to me because I want to leave the world better then the way it was when I came into it. I may be just one person, but one person can do so much to inspire others.
Committing to the Anti-Racism Pledge is important to me because silence can be interpreted as complicity, and, as MLK Jr so aptly said, "Injustice anywhere is a threat to justice everywhere."
Racism in the U.S. is a toxic poison that hurts each and every one of us. White privilege is the flip side of the disadvantaging of BIPOC and white people must acknowledge this and work to undo the damage done. We must strive together to become our better selves.
This is important to me in order to dismantle/change structures, policies, institutions that benefits one group only. Institutions, structures, and policies that leave out the experiences and stories that are different than that of the primary group it benefits. Change needs to happen, inclusivity of all groups so they can feel they belong and that the institution, it's faculty and staff are all working for their success. This work is important in order to stay accountable and continue my own personal growth to be more effective in the fight against racism.
As a white person raised to ignore my own privilege, I know that I now have to use my privilege to make the world more just for the oppressed. This is part of why I am a teacher.
The California Community College system is meant to support the success of those who are overlooked elsewhere. It is integral to our purpose that we make our goal not just equality but restorative justice, antiracism, decolonization, and true equity.
Racial diversity as any other diversity is beneficial at any place for all people, we are all different and can provide diverse point of few and come up with amazing solutions to any problems. It is unethical to treat people differently just based on their race!
Committing to this pledge is important for me as a woman of color who works in a predominately white space. It is important to me that my colleagues see my public display of support for working towards an anti-racist learning environment for students, and an anti-racist work environment for all employees.
Committing to this pledge is important to me because ending racism makes the world a better place for all of us. We all deserve to live in peace and have the opportunities to lead happy, healthy lives. How much more advanced (and happy) would our world be if people of color around the world were given the same opportunities as white people?
It will keep me accountable to doing my part to move towards a more anti-racist society
Committing to the Anti-Racism Pledge is important to me because growing up I didn't see many people that looked like me, especially in positions of management. Because of this, I had to work harder, longer, and there were many times I wanted to give up. It took one person that looked and believed in me to give me the courage and strength to continue my educational/career path, and for that I am very grateful and know the significant and importance of the Anti-Racism Pledge.
because it aligns with the Racial Justice Task Force work our students spearheaded and brought to life.
Committing to the anti-racism pledge is a necessary reminder the work must continuously be at the forefront. It is far too easy to default to the way things are, which unfortunately were more often than not birthed within a systemically racist framework. It is a commitment to remaining aware of institutionalized policies and rhetoric counter to equity and working towards change.

<p>Not my own words but: nobody's free until everybody's free. I care deeply about equity and student success and I don't think you can care about those things without also working to end systemic racism. We owe it to our students to make campus a safe, caring place where all are welcome and free to learn.</p>
<p>While long a private pledge, making this a public pledge has required me to reflect on my own actions and possibilities. Our students of color deserve a community where people do the heavy anti-racist work so that their path has fewer barriers. Imagine what happens when the energy of our BIPOC students doesn't have to be spent pushing back on a system that keeps them down.</p>
<p>Because every human being deserves an opportunity to feel accepted.</p>
<p>The work of Anti-Racism is a work in progress, we must continue this.</p>
<p>It's important for me to that the concept of being antiracist becomes more widely accepted, not simply being 'not racist'. Racism can't be defeated without active engagement at every level of society.</p>
<p>I believe that actively stating your position holds more power than passively moving along with the current of things which is why I am so happy to see that this anti-racist pledge requires us to offer our thoughts, our words on the matter instead of just clicking a box or signing our name. It is why I have not done this until now. I think I needed some time to really think about what I wanted to say. As Elie Wiesel so poignantly reminds us, "We must always take sides. Neutrality helps the oppressor, never the victim. Silence encourages the tormentor, never the tormented."</p>
<p>Students need support. They need to know where they are safe and welcome, and that they are not alone in this struggle.</p>
<p>Committing to the Anti-Racism Pledge to me it means taking action and a call for a commitment to transformation.</p>
<p>It is a reminder to myself that I shouldn't be afraid that speaking up about racial justice might seem impolite or unnecessary to some. It is a signal to others that I interact with - such as employees, co-workers, students, and employers - that I understand that racism is real, I care how they are treated, and I want to eliminate systemic racism at the college and in society.</p>
<p>I have witnessed my parents, who immigrated to the US decades ago, experience discrimination. No one should have to live in fear that they will not be able to protect themselves or their loved-ones. I stand in solidarity with all who commit to the anti-racism pledge.</p>
<p>Committing to the Anti-Racism Pledge is important to me because I believe that the power of the collective can break down barriers and dismantle institutional racism. I am currently teaching 3rd grade students the Social Justice standards, and I have hope that they will use this knowledge to continue the work of creating a more equitable society.</p>
<p>I want my students to know that I pledge to do my best to be informed about racism and support my students in the best way I can.</p>
<p>Committing to the Anti-Racism pledge provides me with another opportunity to demonstrate to students that I am an individual they can come to and I am someone who will stand up for what is right. I want to remove unfair systems that we have lived with long enough.</p>
<p>This pledge is important to me because it is a matter of life and death, I will not be silent, this must stop.</p>
<p>It is easy to get complacent/tired after teaching for many decades. Committing to the Anti-Racism Pledge is a renewal of vows for me. It reminds me of why I got into teaching.</p>
<p>Every individual has the right to be proud of their heritage, to express themselves freely, and to live in safety.</p>
<p>Anti-racism is fundamental to creating a democratic society.</p>
<p>Committing to the Anti-Racism Pledge is important to me because I cannot begin to grow and change as a person if I do not acknowledge first that there is work to do. By taking this pledge, I hope to build accountability among my peers to continue to try and make a positive difference to end racism at DVC and in the community at large.</p>