

THE RACIAL EQUITY SIDEKICK PLEDGE

Adapted from Shawn Humphrey's Sidekick Manifesto, available online at <http://sidekickmanifesto.org/>

I WILL CHECK MY DELUSIONS OF GRANDEUR.

Politicians, celebrities, and billionaire philanthropists will tell me that I can be a hero. I cannot. BIPOC are not powerless or waiting to be saved.

I WILL RIDE IN THE SIDECAR.

I will not lead. I will listen as those already doing the difficult work of building a better future for themselves, their families, and their communities define and determine how to end racism.

I WILL QUESTION THE UTILITY OF MY UTILITY BELT.

New ideas for programs, resources, and services are helpful (sometimes). But on their own, they do not address the root causes of racism. Racism is about power and systemic oppression.

I WILL WELCOME MY SIDEKICK SLAPS.

I will make mistakes. And, when I do, I will take responsibility, hold myself accountable, and act differently moving forward.

I WILL EXPLORE MY DARK SIDE.

I will reflect on difficult questions like "Do I want racism to end? Who would I be without it? What would I do? Do my politics and behavior perpetuate racism? Am I complicit in its persistence?"

I WILL IGNORE SIRENS SINGING SONGS OF SCALE.

Building respectful relationships is a mutual process of learning about and from one another. This takes patience, humility, and authenticity. These things cannot be rushed or easily scaled.

I WILL BE THE CONSTANT UNDERSTUDY.

Sustainable solutions to racism come from within, are bottom-up, and flow from local leaders who are taking the risks of holding authority figures accountable and challenging the status quo. I will always listen, learn, and seek a deeper understanding of my role in the story of racism's end.

I WILL STEP OUT OF THE SPOTLIGHT.

In the ongoing story of racism, BIPOC are the protagonists and theirs are the voices that need to be heard. I will not seek to center myself or my feelings in this work.

I WILL EXERCISE NARRATIVE HUMILITY.

I cannot know another's story of race and racism. It's not my story. Before sharing with others, I will seek permission. No more stolen stories!

I WILL HANG UP MY CAPE.

In my search for meaning and significance, I will learn to turn inward and activate my own agency before trying to save the day.