

The Step Up Pledge

I understand that my attitude and my perspective make my world what it is. I choose to cultivate an attitude of gratitude and empathy each and every day and in each and every encounter. While I know it will not always be easy, I commit to the challenge. **I commit to change.** It is in this spirit that I pledge to:

- **BE** courageous in my honesty and my truth and be open to different perspectives.
- **TRUST** myself, my intentions and the goodness of others.
- **WORK** towards curiosity and not in judgment.
- **PARTICIPATE** with good intentions
- **BUILD** a diverse culture inside myself and my community.
- **LEAD** by example even when it feels uncomfortable.

Sometimes our steps will be **BIG AND BOLD** and other times they will be **SMALL AND SOFT**. Both kinds of steps take a brave heart, are necessary and important. In fact some of the smallest steps create the biggest impact on our growth.

I pledge to STEP UP today and every day for a better world.

Signed: _____ date: _____

Conversation Guidelines from the YWCA Racial Justice Initiative:

1. What you share within the context of the conversation is confidential, honored and respected.
2. Use “I” statements. No one speaks for another or for an entire group of people.
3. Avoid critiquing other's experiences; focus on your own experiences.
4. Be honest and willing to share. Be brief.
5. Listen with curiosity and the willingness to learn and change. Resist the desire to interrupt.
6. Try not to take comments personally. Ask for clarification. Assume positive intent.
7. Suspend judgment. Be open to the kernel of wisdom in each person’s story.

Visit www.ywcamadison.org

Owning Our Biases



Goal: Take responsibility for our unconscious biases with compassion for self and community.

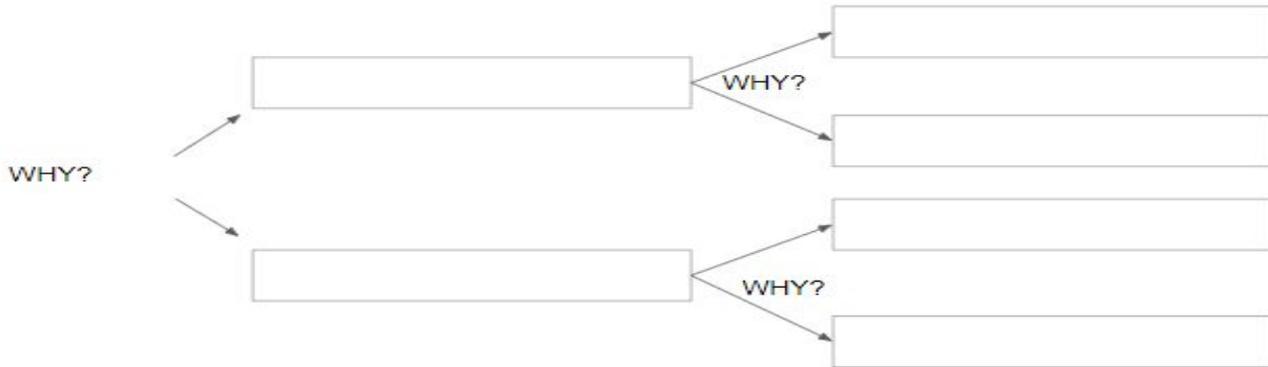
1) **Name your bias:** [ex: Gay men are stylish]

2) **Get curious: What is the impact of the bias on you? What do you feel?**

[ex: I feel embarrassed, frustrated, angry, guilty, etc]

3) **Perform root cause analysis: Try to identify the sources of our biases.**

[ex: I saw gay men portrayed as stylish in TV shows]



4) **Name the inequities the bias creates**

[ex: I dismiss the intellectual contributions of gay men because I think their only skill is fashion]

a) _____

b) _____

c) _____

5) **Reframe the Bias**

a) **Intention:** _____

[ex: I want my mind to think gay men are as competent as straight men]

b) **Attention:** _____

[ex: Pay attention to the contributions of gay men. Identify examples that support your intention. (i.e. Barney Frank, US Rep)]

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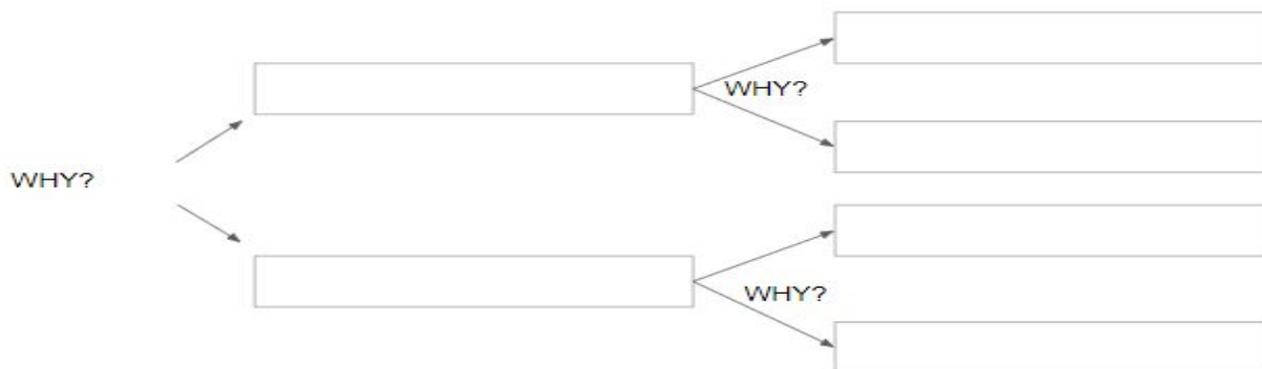
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