My Diversity-Equity-Inclusion Ally Pact

I know I have *blind* spots
- the inability to see that what I’m doing might be harmful to someone -

I know I have *tough* spots
- the natural resistance to input that suggests my behavior conflicts with my intention-

I know I have *blank* spots
- a lack of data and knowledge about crucial differences in social advantages and disadvantages between myself and others -

I know *I have work to do*
I promise to do the work I need to do to see my biases, spare you my defensiveness, and educate myself in order to be the most effective teacher/student/parent/family member/employer/employee/colleague/partner/friend/citizen I can be.

I hope you will always feel entitled to let me know if my blind, tough, or blank spots ever cause you to feel anything less than respected, included, and well-served by me. I promise to always do my best to receive your notice of my mistakes with humility and gratitude.

carlos hoyt.com