



## #EducatorEquity

### **WE ARE EDUCATORS, AUTHORS, SPEAKERS, AND CONSULTANTS.**

In our work at educational conferences and within the publishing industry, we see the racial inequity and imbalance in the voices that are amplified, the authors who are published, and the names that are centered. We are committed to doing all that we can to disrupt this inequity. We know that our profession will only improve when it becomes truly inclusive and we know that we have a lot to do to help facilitate this work. We believe that many educators share this value, but, like us, need support and accountability to make this shared value a reality.

We offer this pledge as a public statement of our commitment to continue to facilitate important conversations, both public and private, around these values. We dream of a near future where we all benefit from inclusive and equitable educational conferences, panels, and publishing opportunities.

This pledge originates and is adapted from the writing of Shana V. White. It is also rooted in the work of Val Brown's #ClearTheAir Twitter chats, the EduColor movement, and all that we have learned from books like *So You Want to Talk about Race* (Oluo, 2018), *White Fragility* (DiAngelo, 2018), *White Rage* (Anderson, 2017), and many others. We are grateful to learn from those who have spent lifetimes engaging in the important work of equity.

#### **We pledge to:**

Engage in anti-racism work by interrogating any personal investment we may have in whiteness and the privilege that comes along with it.

Seek out accountability partners with whom we can share our questions, successes, and insecurities and with whom we can process both our learning and our inevitable failures or slip-ups.

Include an inclusion rider in our contracts and/or make sure to personally discuss this work around inclusion and equity before agreeing to take on any work at educational conferences or when participating on panels.

Speak to and support conference organizers so voices that have historically been marginalized are included, supported, and amplified during conferences, particularly (but not only) when involving sessions or conversations on racism, equity, and social justice.

Use what influence we have to help ensure that educators and authors of color, as well as Native educators and authors, are given large spaces and are scheduled during peak conference times.

For those of us who are white, ensure that instead of leading conversations on racism, we instead seek to lead conversations that tackle white privilege or white fragility.

For those of us who are white, work as much as possible to decenter whiteness during conferences. We pledge to do this by striving to co-facilitate with a Native educator or educator of color during our presentations (particularly during, but not only during, those about race), taking the lead on handling discomfort from white audience members, amplifying the voices and work of Native people and people of color, and giving professional credit where credit is most certainly due.

Listen if a Native colleague or a colleague of color questions our intent or points out a problematic aspect of our work. We pledge to listen, reflect, work with our accountability partners, apologize, and then—do better.

We hope that this pledge will precede us in our work and create openings for much needed conversations – conversations that will lead to concrete, sustainable actions. Our profession needs us to be better, and we know that we can be if we listen to those colleagues who are showing us the way.

We have listened, and we promise to continue to do so.

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