



## BELMONT DAY SCHOOL

### **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 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, to spare you from my defensiveness,  
and to learn what I need to know to be the most effective  
teacher/professional/colleague/friend I can be.