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.