

# **THE RACIAL EQUITY SIDEKICK PLEDGE**

Adapted from Shawn Humphrey's Sidekick Manifesto, available online at <http://sidekickmanifesto.org/>

## **I WILL CHECK MY DELUSIONS OF GRANDEUR.**

Politicians, celebrities, and billionaire philanthropists will tell me that I can be a hero. I cannot. BIPOC are not powerless or waiting to be saved.

## **I WILL RIDE IN THE SIDECAR.**

I will not lead. I will listen as those already doing the difficult work of building a better future for themselves, their families, and their communities define and determine how to end racism.

## **I WILL QUESTION THE UTILITY OF MY UTILITY BELT.**

New ideas for programs, resources, and services are helpful (sometimes). But on their own, they do not address the root causes of racism. Racism is about power and systemic oppression.

## **I WILL WELCOME MY SIDEKICK SLAPS.**

I will make mistakes. And, when I do, I will take responsibility, hold myself accountable, and act differently moving forward.

## **I WILL EXPLORE MY DARK SIDE.**

I will reflect on difficult questions like "Do I want racism to end? Who would I be without it? What would I do? Do my politics and behavior perpetuate racism? Am I complicit in its persistence?"

## **I WILL IGNORE SIRENS SINGING SONGS OF SCALE.**

Building respectful relationships is a mutual process of learning about and from one another. This takes patience, humility, and authenticity. These things cannot be rushed or easily scaled.

## **I WILL BE THE CONSTANT UNDERSTUDY.**

Sustainable solutions to racism come from within, are bottom-up, and flow from local leaders who are taking the risks of holding authority figures accountable and challenging the status quo. I will always listen, learn, and seek a deeper understanding of my role in the story of racism's end.

## **I WILL STEP OUT OF THE SPOTLIGHT.**

In the ongoing story of racism, BIPOC are the protagonists and theirs are the voices that need to be heard. I will not seek to center myself or my feelings in this work.

## **I WILL EXERCISE NARRATIVE HUMILITY.**

I cannot know another's story of race and racism. It's not my story. Before sharing with others, I will seek permission. No more stolen stories!

## **I WILL HANG UP MY CAPE.**

In my search for meaning and significance, I will learn to turn inward and activate my own agency before trying to save the day.