



Racial Equity Pledge

Example Board Discussion Agenda

How to present MACDC's Racial Equity Pledge

Preparation:

- Share Racial Equity Pledge Process video with board in advance
- Contact MACDC if support is needed
- Review materials (Racial Equity Pledge document)

Sample Agenda

(NOTE: adoption of pledge and identification of action steps may take two meetings)

- Open with context (share racial equity process video for reference, in advance)
- Offer Ground Rules/ Group Agreements
- Suggested group norms to use when starting race talk
 - *Norms are important in creating a space for dialogue, especially with intense or complicated issues. The list below is not inclusive and can be adapted for your group needs. Select which ones will work for your situation:*
 - This is a safe space
 - Respect each other
 - Share the airtime/ step up- step down
 - Oops/Ouch /Whoa - intent vs impact
 - We are all in different places in our understanding of race
 - Be aware of power dynamics
 - Take care of yourself
 - Stay on race – avoid traveling the trail intersectionality
 - Find comfort in discomfort
 - STOP (Stop, Take a breath, Observe, and then Proceed)
 - WAIT (Why Am I Talking)
 - Ask participants for agreement and additional suggestions
- Present the Racial Equity Pledge Document / Use PPT Slides
- Q&A / Discussion
- Follow Up Steps
 - Notify MACDC of the adoption
 - Submit action plan to MACDC
 - Begin to implement an action plan
 - Stay tuned for growth and learning opportunities

Visit the [MACDC Racial Equity Pledge webpage](#) to learn more.