

# Ocean's Harbor House

## *Diversity Pledge*

We ask you to unite with us to make our society a better and safe place for all by taking the following pledge with us:



*At Ocean's Harbor House, we pledge to stand side by side with those who are discriminated, misunderstood, silenced and mistreated*

We pledge to educate ourselves on racial justice issues, the treatment and history of people of color and all cultures of the youth we serve. We acknowledge that systemic racism has affected our educational systems and that there is limited information being taught on these issues. We acknowledge that for us to be culturally competent in serving our youth, we need to learn and understand this information. In addition, we will share this knowledge with the communities we serve.

We pledge to look within our own hearts, minds, and lives to identify any signs of racism, prejudice and/or bias and eradicate them so that we don't perpetuate hurtful stereotypes, microaggressions and any other racially based language or behaviors.

We pledge to be anti-racist and advocate for our youth to help combat institutional racism within the systems that affect our youth

We pledge to hold safe spaces that allow our staff, youth and community partners to have courageous conversations with the goals of understanding, educating, empowering the voices of the unheard and initiating lasting change.

We pledge to acknowledge and learn about racial trauma and to use a trauma informed lens when working with youth of color.

We pledge to empower and encourage all youth and staff to find and use their voice and to express their identity and ideas, so that they know their worth and value in the world. We acknowledge that society and the media have perpetuated dark and damaging views of black people and people of color, so we hope to shed light on the beauty that is diversity and to teach others to do the same.

We pledge to be a better safe haven for all youth including those that have been marginalized, silenced and dehumanized.