



## ACNM Pledge to Commit to Diversity, Equity, Inclusion and Belonging

Diversification & Inclusion is one of ACNM's five core commitments. This commitment clearly states that ACNM embraces diversity, equity, inclusion and belonging in our profession and organization at every level to meet the needs of a diverse US population and so that all CNMs and CMs feel welcome and able to contribute to the profession. In the spirit of this commitment, we the volunteer leaders of ACNM pledge the following:

I pledge to conduct myself in the spirit of welcoming all into ACNM without discrimination based on race, gender, sexual orientation, or religion, and with equity in opportunity for all,

I pledge my support to uphold the goals and principles of anti-racism and make this pledge part of my ongoing commitment to honoring truth telling and reconciliation,

I pledge to educate myself on racial justice issues,

I pledge to expand my consciousness to be more aware of and sensitive to my use of overt and subtle expression of bias,

I pledge to stand up and speak out for those who are being treated differently because of their race, gender, sexual orientation, or religion, and

I pledge to work towards a better future for the College, the profession, and the people we serve.

I take this pledge, fully aware that the struggle to eliminate racism and other forms of discrimination will not end by me reciting this pledge. It requires an ongoing transformation within me, as well as in the institutions and structures of our society.

Name: \_\_\_\_\_

Date: \_\_\_\_\_

City/State: \_\_\_\_\_

*Save this signed pledge for your records as a reminder of the commitment you've made, and email a copy to [leadership@acnm.org](mailto:leadership@acnm.org) by September 30, 2020.*