



## Eastside Pathways Equity Pledge (EPEP)

### Eastside Pathways 平等承诺

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Eastside Pathways, partners and their constituents are committed to implementing systemic change to ensure every child and youth reaches their full potential. In addition to our five strategic goals in the 2020-2023 EP Strategic Plan that center academic, developmental, and social emotional outcomes, in 2020 we set a new goal focused on tackling the impacts of racism. We acknowledge that historic and systemic racism toward Black, Indigenous, Hispanic/Latino, Pacific Islander and Asian people, amongst many other forms of oppression, are barriers to our shared vision for children and youth in East King County.

Eastside Pathways, 合作伙伴及其所代表的群体致力于实施系统性变革，以确保每个孩子和青少年都能充分发挥自己的潜力。除了我们在2020-2023年EP战略计划中集中于学术、发展和社会情感成果的五个战略目标，2020年我们设定了一个新目标，专注于应对种族主义的影响。我们承认历史上和系统上对黑人、土著人、西班牙裔/拉丁裔、太平洋岛民和亚洲人等许多其他形式的压迫。这样历史和系统上的压迫阻挡了我们对金郡东部为儿童和青少年所持有的共有愿景的实现。

All individuals in roles of authority and influence are accountable for systemic issues as they currently exist, and it is within our roles to create change so that “race no longer determines outcomes” according to the 2020-2023 EP Strategic Plan.

所有拥有权力和影响力的人都应对当前的制度性问题负责，并且根据2020-2023年EP战略计划，促进“种族不再决定结果”是我们创建变革的职责所在。

### **Eastside Pathways Equity Pledge participants believe that:**

**Eastside Pathways Equity Pledge的参与者相信：**

Race is a human-invented social construct and a classification system used as a tool for oppression and violence.

种族是人类发明的社会构造和分类系统，是用于压迫和暴力的工具。

Racism is designed to privilege White people and set “Whiteness” as the norm.

种族主义的设计是为了让白人受益，并将“白人至上”设为标准。

Acknowledging racism and its impact on all people, particularly people of color, is foundational to doing racial equity work.

承认种族主义及其对所有人，特别是有色人种的影响，是进行种族平等工作的基础。

Courage, accountability and collaboration are key leadership skills to reimagine our community and how we operate within it.

勇气、责任和协作是重新构想我们社区以及我们如何在其中运作的**关键领导技能**。

Addressing internalized, interpersonal, institutional and structural inequality (particularly racial inequity) leads to more diversity and inclusion.

解决内在化、人际、制度和结构不平等（特别是**种族不平等**）可以带来更多的多样性和包容性。

By signing this pledge, I understand that I must have internal, interpersonal and organizational conversations about race, racism and my internalized racial identity. I commit to taking progressive action toward reducing harm and increasing equity, particularly for Black, Indigenous, Hispanic, Latino/a/x, Asian, Pacific Islander and other dimensions of diversity.

通过签署此承诺，我明白我必须就**种族、种族主义和我内在的种族身份**进行内部、人际和组织对话。我承诺采取渐进的行动来**减少伤害和增加公平**，特别是对于黑人、土著人、西班牙裔、拉丁裔、亚裔、太平洋岛民和其他多元维度的人群。

I am/my organization or group is not ready to sign the Eastside Pathways Equity Pledge at this time. However, I/we are committing to identifying a minimum of one area on the Eastside Pathways Continuum on which to learn and advance. Please include me/us in communications regarding equity and adaptive leadership capacity building to help us move towards readiness.

我/我的组织或团体目前尚未准备好签署 Eastside Pathways 平等承诺。但是，我/我们承诺在 Eastside Pathways Continuum 中至少确定一个可以学习和进步的领域。请让我/我们参与有关公平和适应性领导能力建设的沟通，以帮助我们做好准备。

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*Signature* 签名

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*Date* 日期

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*Organization/Group (If applicable)* 机构/团体(如适用)