**ALLY PLEDGE**

From TUSDM’s Queer Dental Collective (QDC)

**AS AN ALLY I PLEDGE TO STAND AGAINST HATE BY FIERCELY DENYING AND SPEAKING OUT AGAINST:**

**Ableism** - discrimination, prejudice, dislike and/or hostility against people with or perceived to have disabilities.
**Ageism** - discrimination, prejudice, dislike and/or hostility against people on the grounds of their age.

**Antisemitism** - discrimination, prejudice, dislike and/or hostility against Jewish people. **Classism** - discrimination, prejudice, dislike and/or hostility against people who belong to a particular social class.
**Homophobia** - discrimination, prejudice, dislike and/or hostility against homosexual people.

**Misogyny** -discrimination, prejudice, dislike and/or hostility against women.

**Queerphobia** - discrimination, prejudice, dislike and/or hostility against people who are not heterosexual and cisgendered.
**Racism** - discrimination, prejudice, dislike and/or hostility against people based on their membership of a particular racial or ethnic group, typically one that is a minority or marginalized.

**Sexism** -discrimination, prejudice, dislike and/or hostility against people based on their sex.

**Sizeism** - discrimination, prejudice, dislike and/or hostility against people based on their size.

**Transphobia** - discrimination, prejudice, dislike and/or hostility against transgender people.

**Xenophobia** - discrimination, prejudice, dislike and/or hostility against people from other countries.

**Islamophobia** - discrimination, prejudice, dislike and/or hostility against the religion of Islam or Muslims in general.

**AS AN ALLY, I PLEDGE TO STAND FOR LOVE BY ACTIVELY AND CONTINUOUSLY SUPPORTING THOSE WHO HAVE BEEN IGNORED, MISUNDERSTOOD, MISTREATED AND OTHERED BY SOCIETY. I WILL USE MY WORDS AND RESOURCES TO SINCERELY UNDERSTAND, UPLIFT AND SUPPORT:**

**BIPOC** (Black, Indigenous and People of Color)
**LGBTQIA2S+** (Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, Two-Spirit) People
**People of all gender expressions** - How a person publicly expresses or presents their gender. This can include behavior and outward appearance such as dress, hair, make-up, body language and voice. A person's chosen name and pronoun are also common ways of expressing gender.

**People of all gender identities** (Male, Female, Transgender, Gender Neutral, Non-Binary, Agender, Pangender, Genderqueer, Two-Spirit, Third Gender)
**People of all ages
People of all sizes**

**People with disabilities**

**People of all ethnicities**

**AS AN ALLY I PLEDGE TO SHOW MY SUPPORT IN THE BELOW ACTIONABLE WAYS EVERYDAY:**

**WITH WORDS -** Words matter and have power. I will work to edit my language to be welcoming, not limiting, to all people.

**Conversation -** I choose to actively speak up for equality and inclusivity to my employees, friends, family and strangers. If I hear a racist, homophobic, transphobic, size shaming, age discriminating or disability-based joke or remark, I will respond and stand up for those being targeted. I will correct misinformation when I hear it, and I will work to start new conversations around these issues.

**Language** - I will be more thoughtful to use inclusive language and terms in my everyday conversations, on my website, forms, contracts, and on all social media for both employees and clients. I will focus on putting people first, not their characteristics, as we are more than our descriptors. I will use gender-neutral language in common phrases and job titles such as fireman/firefighter, policeman/police officer, salesman/salesperson, mailman/mail carrier, businessman/businessperson. I will replace the words crazy, nuts, psycho and insane with worlds such as wild, confusing, unpredictable or impulsive. Words matter and have power. I will work to edit my language to be welcoming to all people and not limiting to some.

**Pronouns** - I will honor and normalize the use of people’s pronouns (She/Her, He/Him, They/Them/, Ze/Hir, Ey/Em, Other). I will do this by asking, not assuming.

**WITH RESOURCES** - I’ll use my resources to find ways, both small and large, to demonstrate my support for BIPOC (Black, Indigenous and People of Color) + LGBTQIAP (Lesbian, Gay, Bisexual, Transgender, Two-Spirit, Queer, Questioning, Intersex, Asexual, Pansexual) people, people with disabilities, people of all sizes, ages, ethnicities, gender identities and expressions to join in helping move equality forward and prevent the spread of hate.

**Time** - I will volunteer my time with organizations that uplift, empower and better the lives of those who have been ignored, misunderstood, mistreated and othered by society.

**Social media platforms -** I will work to support, share and promote posts that encourage equality, diversity and inclusion. I will follow and engage with accounts that are different from me to help me understand and learn more about them. The walls of hate come down when we learn more about those we do not understand.

**Hiring** - I will make every effort to consider BIPOC (Black, Indigenous and People of Color) + LGBTQIA2s+ (Lesbian, Gay, Bisexual, Transgender, Two-Spirit, Queer, Questioning, Intersex, Asexual, Pansexual)

people, people with disabilities, people of all sizes, ages, ethnicities, gender identities and expressions for any open position(s), including internships, in my company. Hiring the best person for the job is the goal, but I will be sure to advertise the position in places where a more diverse group of candidates are likely to see it and apply for it.

**WITH IMAGES** - I will be thoughtful and intentional in the images I share on my website and all social media channels to include a diverse array of people, including all races, genders, ethnicities, sizes, abilities, sexualities and ages. If I do not have such images, I will work thoughtfully and genuinely to get them via a styled shoot or by volunteering my services at an organization serving marginalized communities. When casting for my styled shoots, I will not tokenize (make a symbolic effort to be inclusive) my models. I will do it because it is important and meaningful, not trendy.

**WITH EDUCATION** - I will attend webinars, workshops, talks and trainings on diversity and inclusion. I am committed to always learning and growing as an ally.