

New Jersey Division on Civil Rights

#StopTheHate Pledge

I pledge to stand against hate and speak up to challenge prejudice or bigotry in any form. Mindful of the continuing affliction of institutional and structural racism as well as the daily realities of all forms of bias, prejudice, and bigotry in my own life, my family, my circle of friends, my current or future co-workers, fellow students, and the society in which I live, with conviction and hope, I take this **#StopTheHate** pledge:

- ▶ I take this pledge, to stand against racism, bias, and prejudice, fully aware that the struggle to eliminate racism, bias, and prejudice will not end with a mere pledge but calls for an ongoing transformation within myself and the institutions and structures of our society;
- ▶ I pledge to look deeply and continuously in my heart and in my mind to identify all signs and vestiges of racism, bias, or prejudice, including implicit or unconscious bias; to root out racism, bias, and prejudice in my daily life and in my encounters with persons I know and with strangers I do not know; and to expand my consciousness to be more aware and sensitive to my use of overt and subtle expressions of racism and racial stereotypes or any other forms of bias or prejudice;
- ▶ I pledge to educate myself on racial justice issues and on all forms of bias and prejudice and share what I learn in my own communities even if it means challenging my family, my partner, my children, my friends, my co-workers, and those I encounter on a daily basis;
- ▶ I, like, DCR am committed to fighting racism, bias, prejudice, discrimination and systemic injustice and I too am committed to doing the real work required to advance equity and justice;
- ▶ I pledge, within my means, to actively work to support solutions that prominently, openly and enthusiastically promote equity in all aspects of engagement; and to actively support and devote my time to working to eradicate racism, bias, and prejudice in New Jersey and beyond.

The New Jersey Division on Civil Rights is on a mission to help people achieve full civil rights and protect the people of New Jersey from discrimination and bias-based harassment in employment, housing, and public accommodations.

I join DCR and its community partners in taking a stand against racism, bias, and prejudice today and every day. "I am _____ from _____ County, I am a member of _____ and to me, civil rights means _____. I pledge to _____."

Note: Please read the full pledge. Send your name, county, optional organization/school/faith-based group/ or employer, etc., a brief sentence on what civil rights means to you and your personal pledge. Please attach a photo and email your brief statement and photo to communityrelations@njcivilrights.gov to be featured as a part of the DCR 75th Anniversary of the LAD celebration.