



**BOYS & GIRLS CLUBS**  
OF METROWEST

## **Pledge to our Youth**

**We, the undersigned, as representatives of the Staff, Board of Directors, and DEI committee at the Boys & Girls Clubs of MetroWest, make the following commitment to all youth in Greater MetroWest, to do the following:**

- Treat each and every young person that we encounter with respect and dignity without regard to their race, ethnic origin, abilities, religious/spiritual beliefs, sexual orientation, or gender identity/expression.
- Acknowledge the unlimited potential that each and every young person has to grow into a caring, productive adult.
- Listen and seek to understand your lived experiences without judgment.
- Provide resources and support to help you advocate for yourself when faced with any form of discrimination.
- Seek opportunities for you to understand how you can affect change in the community, and stand alongside you in solidarity as you do so.
- Advocate on your belief if others aren't listening.
- Challenge anyone associated with Boys & Girls Clubs of MetroWest who displays attitudes of racism or other forms of harassment or discrimination, including staff, vendors, board members, volunteers, partners and/or donors.
- Commit to educating ourselves on diversity, equity and inclusion, including annual anti-racist and anti-bias training, reflection and assessment.

**Boys & Girls Clubs of MetroWest Staff**

**Boys & Girls Clubs of MetroWest Board of Directors**

**Boys & Girls Clubs of MetroWest Diversity, Equity, and Inclusion (DEI) Committee comprised of:**

**Board Members**

**Full Time Staff**

**Part Time Staff – current and former**

**Community Members & Parents**

