



# THE TENETS

DIVERSITY-INFORMED TENETS FOR WORK  
WITH INFANTS, CHILDREN & FAMILIES

## SELF-PERMISSION

DIVERSITY-INFORMED TENETS FOR WORK WITH INFANTS, CHILDREN AND FAMILIES

I, (name) \_\_\_\_\_, hereby give myself permission to speak my truth, be honest, curious, candid, and constructive.

It is okay if I am imperfect with regard to talking about diversity, race, culture, and equity.

I will be open to feedback when the impact of my words or actions does not match my intent.

It is okay if I do not know all of the answers, or if at times my ignorance and misunderstanding become obvious.

I have permission to struggle with issues, internally and out loud, and to be up front and honest about my feelings.

I am a product of my own race and culture and I am who I am.

I do not have to feel guilty about who I am or what I know or believe, but I do need to take responsibility for what I can do now:

- Trying to listen and learn as much as I can;
- Testing my assumptions;
- Assuming best intentions from others;
- Operating under the premises of 'no shame, no blame, no guilt';
- Striving to change any false or inaccurate attitudes; and
- Learning what I can do to make a difference.

Signed: \_\_\_\_\_