



## Multicultural Bankers Belgium Pledge for Employees/Management

*To commit as an ally to multicultural inclusion in finance, consider:*

1. Intentionally diversifying your network to spend time with people of different races, ethnicities, genders, LGBTQ+ or disabilities
2. Educate yourself :
  - on bias (the [www.inclusioninfinance.be](http://www.inclusioninfinance.be) site is a good place to start)
  - on the impact of microaggressions ( this YouTube video [\(79\) How are microaggressions like mosquitoes? - YouTube](#) is short and super clear)
  - check your own cultural/racial bias for free on [Take a Test \(harvard.edu\)](#)
3. See something, say something – Notice micro-aggressions and make sure that victims do not remain alone. This decision tree can help you [11 \(inclusioninfinance.be\)](#)
4. Contribute to create an inclusive and safe environment for your colleagues of all origins.
5. Talk with leadership at your organization about allyship and how they are engaging and educating leaders in leading as allies
6. Get other allies involved, spread the word about why it's important

I sign the pledge because:

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Name

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Signature

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Function

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Company

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