



UNIVERSITY *of* WASHINGTON

DIVISION OF DERMATOLOGY CULTURE OF INCLUSION AGREEMENT

We wish to see every individual as their true and whole selves.

The vast majority of people in our organization are working hard to achieve an open, diverse, and inclusive environment. We strive to welcome and honor every person's identity, culture, background, experience, status, abilities, and opinions.

To show our commitment in cultivating a culture of inclusion, we will:

Foster RESPECT and TRUST by:

- Seeking to understand the perspectives of others by listening with humility
- Acknowledging power differentials and working to mitigate the negative impacts of these hierarchies on communication

Be AWARE of explicit and implicit biases by:

- Welcoming diverse points of view
- Recognizing and educating ourselves on systems of oppression
- Reflecting on our own privileges and their impact on opportunities available to us that may not be available to others

Act with HUMILITY and be ACCOUNTABLE for the impacts of our actions, regardless of our intent by:

- Actively interrupting discrimination rather than condoning or perpetuating discrimination through inaction
- Acknowledging institutional racism, oppression, and other forms of systemic bias
- Recognizing and correcting our behavior if we commit microaggressions or other acts of bias
- Being willing to ask for help and learn from others when we fail to achieve these ideals
- Not engaging in disrespectful or retaliatory behavior that has a negative impact on the integrity of the Division, the patients we care for, the students or trainees we educate, or the research we conduct

Signed,
The Division of Dermatology