



Thank you for your interest in membership of the New York City Voluntary Organizations Active in Disaster network (NYCVOAD).

Signing this Anti-discrimination Pledge is a requirement of your organization's application for membership. Adherence to this Antidiscrimination Pledge is required for your organization to retain membership in good standing within the NYCVOAD network, as per the bylaws.

Who Signs: On an annual basis, the executive level decision-maker for your organization's disaster work.

History: The Antidiscrimination Pledge was written by the NYCVOAD Racial Justice and Equity Committee, a Committee that was formed by the NYCVOAD Board of Directors in response to:

- active conviction about racism and injustices within the network
- the increasing visibility of the Black Lives Matter movement
- recognition of a need for equity in all phases of disaster, with racial justice being most pressing

Goals of NYCVOAD's standing Racial Justice & Equity Committee:

- The committee should be a diverse team including Black, Indigenous, and other People of Color (BIPOC)
- The committee chair be one of the team members who is BIPOC
- The committee create an actionable agenda with specific equity targets that NYCVOAD will commit to achieve within the disaster work of the network's membership, the makeup of the network itself, and the makeup of the member organizations.



New York City Voluntary Organizations Active in Disaster

NYCVOAD ANTI-DISCRIMINATION PLEDGE

As a matter of racial justice, equity and professional standards, NYCVOAD members hereby pledge to actively combat prejudice and bigotry in all areas of their organizational structure, policies, and work.

As part of this pledge, our organization will:

- Read the [NYC Human Rights Law](#) and abide by it
- Hire, recruit, train, mentor and deploy personnel (paid or otherwise) based on capacity and skills
- Ensure that our personnel (paid or otherwise) are appropriately trained and assessed for their given roles, including appropriate cultural competence and cultural humility
- Ensure that any suitable anti-discrimination training, professional development, and educational tools from the list compiled [on the NYCVOAD website](#) are made known to and shared with our personnel, and implemented by our organization
- Treat volunteers with dignity and assign them meaningful work
- Ensure that anti-discrimination practices are understood, adhered to, and put into practice with all appropriate professional expertise and cultural humility
- Treat disaster survivors in need of assistance as having the right to give and receive assistance with dignity
- Provide services to all who need them, screening only by program eligibility and without discrimination based on any other grounds (perceived or actual) including, but not limited to*:

Ability	Immigration Status
Accent	Language
Age	Personal Health Choices (excluding those harmful to others)
Citizenship Status	Political Beliefs
Ethnicity	Race
Faith	Religion
Gender Expression	Sexual Orientation
Gender Identity	

*Many of the items above are protected classes under the New York City Human Rights Law

In the city of New York, with its great cosmopolitan population, there is no greater danger to the health, morals, safety and welfare of the city and its inhabitants than the existence of groups prejudiced against one another and antagonistic to each other because of their actual or perceived differences.¹

As service providers in this city, we undertake to do no harm, including that of perpetuating prejudice.

Signed,

Name: _____

Title: _____

Organization: _____

Signature: _____

¹The New York City Administrative Code, Title 8: Civil Rights. Chapter 1 - Commission on Human Rights. § 8-101. Policy. 22778502.2