

[SIGNATURE PAGE to follow the Equity Pledge document]

## HPN Racial Equity Pledge Sign-On form

On behalf of \_\_\_\_\_, I hereby commit my organization to the framework on advancing racial equity expressed in this document, with the understanding that this does not represent the totality of what my organization is doing in regards to racial equity and that our specific approach may differ in some aspects. I further agree to provide benchmark data on the seven elements identified as the pledge components, and to provide updated data on an annual basis to HPN to help track the network's progress over time, with the understanding that data specifically identifying my organization will not be published or released in any way without prior written approval from my organization.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

NOTE: The internal process employed by members to adopt and sign onto the pledge will differ by organization and may range from CEO or Executive Leadership approval to full Board approval. HPN is not requiring a specific process, but leaves that to the determination of each member CEO.