

# Diversity, Equity, and Inclusion

**At Achievement First, we believe that realizing educational equity with excellence is a moral and economic imperative. We believe that all children, regardless of race or economic status, deserve access to great schools.** Here, our mission is to create schools where students realize their potential and develop the skills they need to graduate from college, succeed in a competitive world, and serve as the next generation of leaders in our community. In order to fully realize this mission, we must be an organization committed to diversity, equity, and inclusion.

---

## DIVERSITY

We believe that diversity and diverse teams make stronger decisions, and we believe it is important to model the increasingly diverse, global community for which we are preparing our scholars. In order to reach our vision of a diverse community, we are intentional about recruiting, developing, and retaining talented staff members who share the racial and/or socioeconomic backgrounds of our scholars. In addition, we are committed to doing our part to change the national underrepresentation of Black, Latinx, and multi-racial senior leaders. We believe our Black, Latinx, and multi-racial staff members—and our staff members who are first in their families to graduate from college—can be powerful role models for our scholars and bring an important perspective and experience that must shape how we go about fulfilling our mission.

## INCLUSION

In order to leverage the strength of our diversity, we strive to create an inclusive environment of connection, respect, and involvement for all staff regardless of a staff member's race, religion, socioeconomic status, color, national origin, ancestry, citizenship, disability, marital status, veteran status, gender identity, sexual orientation, age, or sex. Our approach to leadership development includes inclusive leadership because we believe leaders are responsible for creating the conditions for all staff to realize their full potential—and that can only be achieved when we are an inclusive environment.

## RACIAL EQUITY

Creating a diverse and inclusive organizational culture is necessary but insufficient to realizing our mission. We exist to address the legacy of systemic racism in our education system. As we approach our work with students and individuals in our organization, we believe the predictability of success or failure should not correlate with one's racial identity. In order to reach that vision of equity, we must deeply understand racism—and its intersection with other forms of oppression—and actively work against racism. That means we not only address racism outside of our organization, but we also consistently examine our own roles in racial inequity including our beliefs, behaviors, practices, and policies, and change accordingly.