

Anti-Racism



Our Definition: The mindset that it is not enough to be not racist: we must also actively fight against the perpetuation of racism in our world and work to eradicate racism from our society. The centering of race is intentional, as it has been used as a tool of oppression for too many generations, and has created unique social, economic, and cultural divides in our country that must be addressed. Antiracism develops systems to dismantle racist structures and policies that serve to oppress Black, Indigenous, and People of Color (BIPOC), while working, instead, to uplift them and provide them with equitable experiences.

Internal Commitments:

- We commit to identifying and acknowledging racial biases in our own practices.
- We commit to questioning the sources of these racial biases to work to unlearn them by creating spaces for self reflection, professional learning, and team accountability.
- We commit to breaking down systems that promote a culture of white dominance within our organization.
- We commit to upholding safe and inclusive spaces where BIPOC identities are celebrated and valued.
- We commit to lifting up BIPOC voices and identities in our organization.

Network Commitments:

- We commit to helping school partners recognize and unlearn their own racial biases.
- We commit to providing culturally competent support to students so they can celebrate their BIPOC identities as they find success in school.
- We commit to challenging the systems of oppression that are baked into our country's systems of schooling and working to rectify the generational pain that schools have caused for many BIPOC students.

