

# Diversity



**Our Definition:** The rich mosaic of people who bring a variety of backgrounds, values, and beliefs as assets to a community. Diversity is achieved through representation, recognition, and intersectionality of different races, ethnicities, religions, genders, sexual orientations, ages, education levels, language/dialects, country of origin, abilities, economic backgrounds, and veteran or citizenship statuses.

## Internal Commitments:

- We commit to pursuing and uplifting ways of being, policies, and protocols that promote intersectionality, representation, and recognition at RISE.
- We commit to strengthening hiring and performance management processes to promote diversity at all levels and across all functional areas.
- We commit to providing opportunities for team professional development and conversations that affirm all identities through DEI initiatives that span diverse perspectives and experiences.

---

## Network Commitments:

- We commit to engaging diverse audiences through our network learning agenda and coaching with intentional norms, content, speakers, and staff representation.
- We commit to representing all students and identities in our data tools and strategies.
- We commit to knowledge management, information sharing, and action to increase representation and diversity among network partners and teams.

