

## KIPP Massachusetts Diversity, Equity, and Inclusivity Vision

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**At KIPP Massachusetts, we believe that Knowledge is Power. Every day, our team and family have the opportunity to either perpetuate systems of oppression or disrupt them. We are compelled by the ideals of diversity, equity, and inclusivity. Therefore, we continuously commit to operate as an anti-racist organization.**

**We acknowledge the role of systemic racism and forms of oppression in both the present and past educational landscape.**

- We recognize the challenges related to the maltreatment of historically marginalized groups (including but not limited to: people who identify as Black, African American, Latino/a, Asian, Asian American, Native American, Middle Eastern, LGBTQ, people with disabilities, English Language learners, and women).
- We actively work towards a future that provides equitable access to all students, staff, families, and communities.
- We contribute to anti-racism work (including, but not limited to: tackling implicit bias and microaggressions) at all levels of our organization for change to have lasting impact.
- We encourage our students, staff, families, and communities to prioritize engaging in continuous learning to interrogate biases, support each other, and further our mission toward preparing students for success to and through college, careers, and life.

**We pledge to cultivate and unleash the power within our students in order to support their pursuit of lives full of independence and impact.**

- We ensure students' voices are heard, respected, and powerful.
- We implement culturally responsive pedagogy, grounded in teachers and staff displaying cultural competence, to influence our school curriculum and behavior systems.
- We prepare our students, staff, and families to build positive self-identities and grow in consciousness to examine individuals, groups, and systems that privilege one identity or group of identities over another.
- We work in solidarity with staff, families, and stakeholders to support outcomes for our students.

**Individuals from all backgrounds can contribute their unique strengths and widen our perspective of what it takes to build enduringly excellent schools.**

- Students, staff, families, and community members bring their authentic selves every day.
- We believe that a diverse, equitable, and inclusive environment will enable us to attract, retain and develop our staff, phenomenally educate our students, and forge critical partnerships within our communities.
- We are forever learning from and with the people around us.
- We acknowledge that everyone engages from different starting places and we insist upon educating and challenging ourselves and each other with a sense of urgency to align our actions to our beliefs.

**We constantly reflect and refine our work at the individual, interpersonal, and institutional level.**

- As we grow in this work, we sharpen our ability to impact our students, staff, families, and communities.
- We engage in individual work to develop our own mindsets, beliefs, and actions.
- We critically examine our practices to unearth growth areas.
- We institutionalize holistic accountability measures to continuously improve over time.