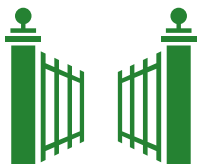




DEI Overview

our journey

TOWARD BUILDING A CULTURE ROOTED
IN DIVERSITY, EQUITY AND INCLUSION



COLLEGE
POSSIBLE™



Our definitions for diversity, equity and inclusion (DEI)

Diversity: The understanding of one’s set of identity markers, how they intersect within oneself and how they interact outside of oneself. These identities include but are not limited to: race, gender, orientation, age, religion, language, ability, socio-economic status, etc. Diversity as a journey of self-awareness, propels you to understand how you show up in a space based on the intersecting of your identities. It also helps you have empathy for how others show up based on their intersecting identities

Equity: The dismantling of systems and structures which were created in ways prejudice against specific groups of people based on identity markers. Also, the creation of systems and structures that are inclusive and empowering of said groups.

Inclusion: The creation of environments through policies and practices that foster authenticity and community for team members, allowing individuals to show up authentically.

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Board Statement



We recognize and affirm the importance of doing the hard work of building College Possible into an educational equity organization that, at every level, reflects our shared values of diversity, equity and inclusion.

We acknowledge the challenges inherent in orienting and defining our work within a context rife with systemic inequity, injustice and exclusion. But we have an abiding belief in the transformative role that College Possible can play by supporting students who have been historically underrepresented in higher education¹ as they pursue college degrees. We seek to see our students thrive beyond college, thus shaping the very communities that they come from and settle in.

This work cannot be done effectively and ethically without humility. We must first acknowledge that we don't have all the answers and must work

collaboratively with others to build an equitable and antiracist organization. We must meaningfully challenge ourselves to grow and operate in a way that promotes, supports, and honors the diversity of the students we serve, our staff, AmeriCorps members, and the board of directors itself.

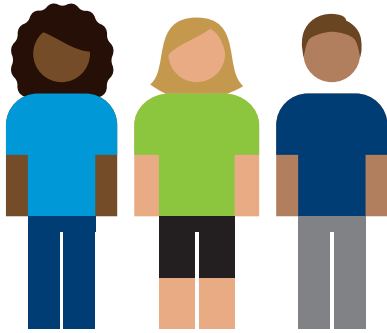
The board of directors commits to holding ourselves and senior leadership accountable to these efforts, recognizing that they will necessarily evolve as the landscape in which we operate continues to evolve.

The board plays an important role in organizational governance and accountability, and commits both to making appropriate financial resources available to support this work, and to holding ourselves and the leadership of the organization accountable for working toward these commitments. This work is complex, evolving and nuanced, and while we recognize that the path to progress may not always be linear, our commitment to building the most diverse, equitable, and inclusive version of College Possible is unwavering.

¹ College Possible's target student populations include:

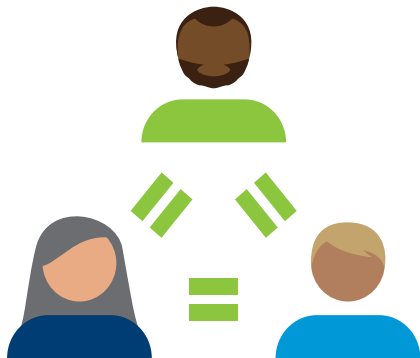
- Young people from demographic backgrounds that are documentably underrepresented in higher education (e.g. students of color and students from low-income backgrounds)
- First-generation college students and those without a strong college-going support system

Alongside the College Possible leadership team, the board of directors makes the following commitments:



Diversity

We commit to increasing the representation and engagement of diverse identities and lived experiences across all levels of the organization. Our commitment centers groups who have been historically and systematically marginalized in education. Reflecting the communities that we serve greatly enhances our ability to support students.



Equity

We commit to reviewing existing, and developing new, policies and practices that seek to eliminate disparities where they persist and provide all members of the organization with access to resources and opportunities that enable them to thrive. Our commitment recognizes the importance of addressing systemic barriers and inequities within our organization, as we must model the change we hope to see in our work with students and communities.

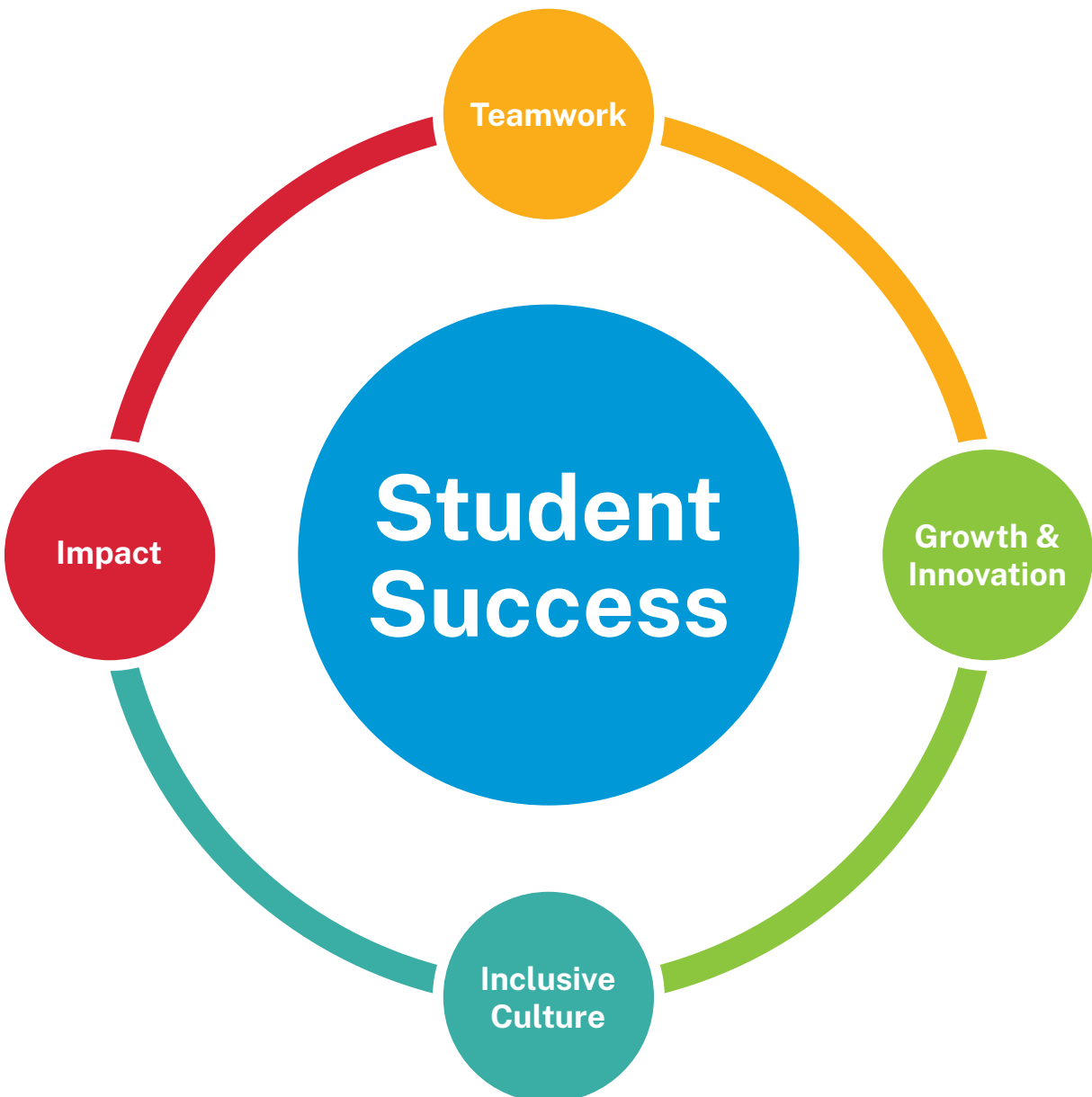


Inclusion

We commit to not only increasing representation and engagement, but working to foster a sense of belonging. We commit to creating a culture where everyone is valued, respected, and can participate within teams and across the organization. Our commitment emphasizes the importance of providing spaces for open and honest dialogue that is responsive to the diverse needs and feedback of our community. Our engagement with students and each other is enhanced when our perspectives are honored and reflected in our shared vision for College Possible.

Values & Culture

In early 2021, a stakeholder group was assembled to re-examine and evolve our values in a manner that bridged us toward the organization we aspire to be, including a deliberate incorporation of our commitment to diversity, equity and inclusion.



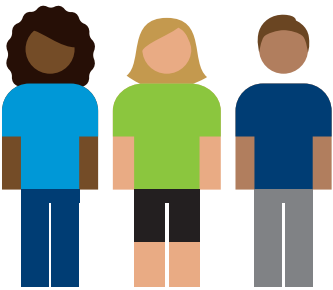
DEI Framework + Action Plan



Objective

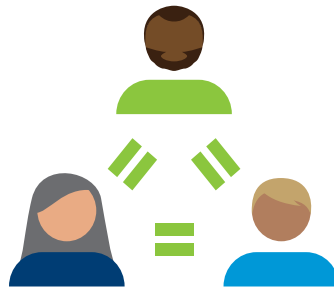
Ground our Work in DEI: Embed the values of diversity, equity and inclusion into our DNA, so that our decision-making and results reflect a truly diverse, equitable and inclusive workplace.

DEI Framework



Diversity Strand:

Programs and practices that guide team members on their journey of self-awareness, propelling them to understand how they show up in a space based on the intersecting of your identities.



Equity Strand:

The regular assessment of College Possible policies and procedures to ensure equitable outcomes are being achieved.



Inclusion Strand:

Implementing practices across the organization that foster authenticity, and community for team members, allowing individuals to show up authentically.

Embedding DEI in our DNA

This chart highlights the highest-priority areas for design, development, and implementation of a comprehensive DEI framework.

