

Diversity, Equity, and Inclusion (DEI)¹ Commitment Statement

March 1, 2018

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Summary of Green Dot Public Schools’ Commitment Statement

As part of Green Dot Public Schools’ mission to prepare all students for success in college, leadership and life, we are dedicated to closing the opportunity gap for students.

As we’ve grown, we’ve learned that we need to be intentional in creating systems that value the unique contributions of our students, families, and staff to transform public education.

As a result, we commit to explicitly embedding a diversity, equity, and inclusion lens in our organizational culture, our educational practices, and our talent practices.

¹ What we mean by DEI:

Diversity: The collective mix of differences and similarities amongst individuals within our community that includes, for example, individual characteristics, values, beliefs, and experiences.

Equity: Green Dot will be equitable when we’ve removed the predictability of success or failure based on any aspect of one’s identity.

Inclusion: Green Dot will be inclusive when we create an environment in which all individuals feel a sense of belonging in our diverse community, enabling them to contribute to our mission.

Green Dot Public Schools' Commitment Statement

I. Why DEI is Core to Green Dot Public Schools' Mission

Embedding a DEI lens is a catalyst to fulfilling Green Dot Public Schools' mission, continually learning and expanding our perspectives, and creating an environment where all individuals are valued and supported.

Mission fulfillment

Diversity, equity and inclusion are critical lenses that help us understand the complexity of our students' experiences, celebrate the potential of each individual and strengthen our ability to fulfill our mission so all students can succeed.

An important part of our mission is that all means all. To accomplish this,

- We commit to setting high expectations, delivering rigorous instruction, and providing tailored supports to ensure each and every student, regardless of background or ability, graduates prepared for success in college, leadership, and life.
- In addition, one of our core values is that all stakeholders are critical in the education process. Given our belief that education is a vehicle to disrupt historical oppression, we commit to collaborating with a broad group of partners to find opportunities to help transform public education in the communities we serve.

Continually learning and expanding our perspectives

A diverse, equitable, and inclusive culture will enable all voices to be heard and strengthen decision-making in the best interest of our students.

II. Our Commitments

We commit to closing the opportunity gap by explicitly embedding a DEI lens in our organizational culture, our educational practices, and our talent practices.

For DEI in our culture

- We commit to creating the space for ongoing and open discourse about DEI, perpetuating a welcoming culture to create a richer context for community building, and being genuinely willing to consider new perspectives, while appreciating individual similarities and differences.
 - Our mission drives our culture. Our organizational culture grows out of the contributions of every individual who believes in our mission.
 - We each take responsibility to help create an environment in which all students, staff, families, and community partners have a sense of safety and belonging and can be their authentic selves. We respect the communities in which we

work and the people who live in them. We commit to further celebrating the assets within the communities we serve and continuing to find opportunities to incorporate student and family voice in our work.

- o We commit to our beliefs in DEI being present in our decision-making and our actions. We commit to innovating, adapting, and reflecting on current systems, structures and practices to help us fulfill our mission. We commit to transparency even as we tackle new and complex work.

For DEI in our educational practices

- We commit to being culturally-responsive in our curricular choices, pedagogical practices, student policies, academic pathways, and programming so that our students feel valued in our classrooms.
 - o In our schools, we commit to providing differentiated supports and building authentic connections to meet the needs of each student.
 - o We commit to reflecting on our identities and beliefs and addressing our own biases in the context of the communities we serve.
 - o We commit to better understanding students' experiences and making learning personally meaningful. We will do this by connecting the content to the context of their life, of their families and communities, and of a global society.

For DEI in our talent practices

Hiring Practices

- We commit to recruiting a talented and diverse team.
 - o Acknowledging the broader social and historical context of the communities we serve, we commit to taking a purposeful approach to continuing to connect students to educators of similar backgrounds (race, gender, socioeconomic status, English learner status, etc.). In addition, we commit to “growing our own” educators from the communities we serve.
 - o At the same time, we commit to helping students connect with staff representing a diverse set of backgrounds and perspectives in preparation for their life beyond Green Dot.

Growing and Retaining Talent

- We commit to providing supports that make all staff feel empowered, appreciated and successful in doing the critical work needed to fulfill our mission.

III. Continuously Learning

We are cognizant that there's a gap between our commitments and our current state. We are working to bridge that gap. We approach this work from a place of humility; as we make progress, we will also likely make mistakes and need to step outside of our comfort zone. Given our passion, this statement of our commitment will continually evolve as we learn and grow.

Additional Context on This Work

DEI at Green Dot (GD) - Strengthening Our Existing Efforts

Diversity, equity, and inclusion have always been embedded in our beliefs, values and actions as we work to achieve equitable outcomes for our students and make Green Dot a great place to work. However, we realize it is time to make these beliefs explicit and strategically embed them in everything that we do; they cannot be siloed.

We have worked to gather input from multiple stakeholders to clarify our beliefs and our commitments for the future. These commitments will serve as the guiding principles for our work and will serve as a call to action in progressing as a diverse, equitable, and inclusive organization.

- As an organization, we are proud that we have begun these conversations and to grow and evolve in our approach to embedding DEI in all that we do.
- We are proud of our current staff diversity (in terms of race and gender)
- We are proud of how we work to provide equitable learning environments. We continue to make progress in closing subgroup gaps in achievement and discipline, but we commit to do more given our unwavering belief in all students' potential.
- We are proud that we work to create a welcoming and accepting environment, while also seeking feedback on how we can continue to strengthen and improve our culture. We are each personally responsible for our role in the success of students, colleagues and the larger organization.

As we sought stakeholder input, through DEI conversations in all regions, surveys, and an online comment box, we received varying input. The DEI Working Group, composed of team members from all regions, wrestled with this input and eventually arrived at this version of our beliefs, which has been further refined with stakeholders.

Initial Research and References

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