

Bridges to Learning Diversity, Equity and Inclusion Statement
Approved by the board of directors: September 20, 2023

Bridges to Learnings commits to creating and sustaining a culture of equity. We define equity as the equal right to access spaces, tools, resources, supports, and care for all individuals. Access ensures that every individual has the opportunity to secure safety, stability, support, and well-being.

In addition, we believe all children deserve to be raised in safe, stable, and loving homes with support from their communities. We understand that not every family and community was created equal and they do not have the same opportunities. Maintaining a culture of equity in our organization and working with the school allows us to better help the children we serve and develop the resources they need to thrive.

Equity has been integrated into all we do which includes decision-making, planning, service implementation, and evaluation. The items below are not exhaustive of what we feel equity looks like.

- Named problems are not the only problems that exist and we must acknowledge that.
- We understand and recognize that there has historically been underrepresentation in decision-making and access based on race/ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, religion, or other identities.
- We feel building a team that has diversity in backgrounds, cultural experiences, language capacity, and lived experience is integral in fostering an organization that best supports the children we support.
- We believe in learning and sharing on topics related to diversity, equity, and inclusion.
- We must try to participate in efforts to address system inequities within our community.