

Diversity

At University Prep we believe diversity makes us stronger, and, we define diversity across a wide range of factors – race, gender identity, sexuality, age, country of origin, primary language, physical ability, socioeconomic background and lived experiences. Further, we know solutions to challenges are better when a variety of ideas and opinions are on the table. With our mission and vision at our core, we invite diversity of thought right alongside of diversity of individuals. We bring our beliefs about diversity to life by:

- Working intentionally to hire team members at all levels of the organization who represent the backgrounds of the children and families we serve.
- Creating opportunities for a wide range of individuals to share their ideas and feedback before making decisions that impact them.
- Ensuring those at the table making decisions are truly representative of the wide range of stakeholders across our school communities.

Equity

At University Prep, we believe that each individual brings value to our school community as a whole. Therefore, it is critical that each person feels that their voice is heard, that they have transparent access to opportunities, and that they feel empowered through tailored supports and resources. When we operate in an equitable environment, we know our people will thrive, setting the stage to realize our mission. We commit to creating an equitable environment by:

- Seeking to understand the lived experiences of all staff members from all backgrounds (race, gender, sexuality, etc.)
- Ensuring full transparency in our systems, including career pathways, compensation, hiring and retention of staff
- Ensuring everyone has what they need to meet/exceed the expectations of their role and achieve their natural best



Inclusion

In service of our mission, vision and values, University Prep strives to honor, respect, protect, and celebrate the multifaceted identities and perspectives of staff, scholars, and families. We welcome everyone's full, authentic selves into the organization by:

- Openly and transparently soliciting feedback from all stakeholders, making changes when aligned with mission, vision and values, and sharing candidly and respectfully when feedback will not be used
- Making visible the range of assets that team members bring in support of achieving our mission by celebrating their unique and powerful contributions
- Intentional allyship amongst the University Prep team to create a psychologically safe environment that sets the stage for risk taking and the naming/addressing of biases



Anti-racism

At University Prep we acknowledge that we live in a foundationally white-supremacist society. As an anti-racist organization, we strive to identify and interrogate how white supremacy shows up in our systems, policies, and procedures in an effort toward building a more just and liberated world. We engage in this work by:

- Engaging in frequent, open dialogue around racism and other forms of oppression
- Working to continuously evaluate how our organization, and we as individuals, perpetuate systemic racism; committing to struggle against it together
- Approaching anti-racism with a lens of curiosity from all stakeholders
- Exploring how we engage with each other, the students and families we serve, and our broader community