

## District Management Group's Equity and Inclusiveness Commitment

At District Management Group, we are committed to intentional discussion and experiences around race, inclusion, diversity, and equity. We believe our work in public education has the potential for transformational impact. In order to reach the impact, we envision, we know that we must continue to reflect on our own privilege and role in perpetuating inequity in order to take action towards a world where all students can thrive.

1. **We believe that our work has the ability to change hearts and minds and can have a transformational impact with ourselves, our clients, and our communities.**
  - a. We believe that District Management Group is a welcoming place for everyone, inclusive of their race, color, religion, national origin/citizen status, ethnicity, sex, gender identity or expression, sexual orientation, age, disability, or socio-economic status.
  - b. We believe we must model the brave culture we want to be true for the world, through critical and necessary conversations, in order to foster inclusive environments in districts that enable all students to thrive.
2. **We must continuously develop our sensitivity around how our words and actions have a unique impact on different people.**
  - a. We acknowledge that it is critical to reflect on our own personas, habits, and approaches through the lens of greater equity.
  - b. We cannot do this work alone and must encourage all of our colleagues to be critical of their privilege, because we know that progress comes from being uncomfortable.
3. **We know we cannot simply "talk the talk"; we must "walk the walk" to truly live out our commitment to equity and inclusiveness.**
  - a. We recognize that those in privileged groups have to be part of driving change and cannot rely on those in underrepresented groups to "teach" them. When we witness microaggressions, we name them and discuss the structures that serve and protect members of privileged groups.
  - b. We create space to engage in reflection on our own identity within affinity spaces and outside of affinity spaces as a firm.
  - c. We actively seek to expand the diversity of our staff, of our membership base, and partner districts.

We understand the power that we hold as a trusted advisor and thought leader in the education space. Working with hundreds of districts is a privilege that empowers us to actualize our beliefs within and outside of our work. Our equity and inclusiveness statement is intended to be aspirational. We are committed to learning and evolving as we engage with districts and with ourselves, advocating for diversity, equity, and inclusion across all areas in which we live and work. However, we also recognize that our learning is never ending and not a destination we are driving towards. Therefore, we will keep equity and inclusion as a priority and revisit our learning often.