



2024 CONFERENCE SPONSORS' EQUITY STATEMENTS

CLAYFUL



At Clayful, we believe that all children deserve equal access to mental health services. No young person's race, ethnicity, gender, sexual orientation, socioeconomic status, or zip code should determine the support that they receive. We are committed to providing wellness support to young people of all identities and backgrounds. As an organization, we celebrate the diversity of the young people and communities we serve, as well as the diversity of the people who make up our organization.

JOULE GROWTH PARTNERS



Joule Growth Partners (JGP) is a startup consulting firm that aims to help clients put more of their resources into service more effectively. Our diverse clients are working to more equitably share opportunities and resources with people who have been disproportionately disadvantaged by the systems in place in our country.

We believe we can help advance these efforts, and we believe this is important. We seek to be a trustworthy, honest, and vulnerable partner in this work.

Institutional racism is both ubiquitous and pernicious, so being able and willing to identify and work to oppose it matters. We also know that, particularly as a private firm, the way we distribute our resources matters; it communicates our values.

We are proud to make the following commitments:

- On a monthly basis, we will donate 1% of company revenue to Believe in Students (BIS), a national nonprofit focused on helping low-income, first-generation, and other marginalized students meet their basic needs, so they can earn their degrees. Via this partnership, JGP funds will help college students in the Seattle and Chicago areas overcome urgent financial hurdles on their pathways to a degree because we know degree attainment is critical. Learn more about our BIS partnership or join us in a donation or commitment on our partnerships page.

- We will donate at least 1% of our staff's time annually. If you have a project you'd like us to consider, please fill out our short pro-bono project form.
- 50% (or more) of our subcontractor and/or partnership work will be with Women- and Minority-Owned Businesses.

We are going to learn and grow. This statement is a starting place, and you should expect to see it evolve as we do.

KUTAK ROCK



We are committed to inclusiveness and diversity in the legal industry, our communities, and our workplaces. We believe that a diverse team of attorneys and staff broadens our perspective and enhances our ability to provide effective, efficient client service. We treat all people with respect, value open communication, and create equal opportunity environments.

LAMB CONSULTING



As a Black-owned business, Lamb Consulting centers our services on honoring the experiences and lives of the Global South, striving to create spaces that amplify marginalized voices, challenge and disrupt systemic inequalities, and exemplify social justice. We honor the critical importance of retaining and recruiting teachers of color, understanding that diverse representation in educational settings is essential for fostering inclusive learning environments and empowering students from all backgrounds. We are dedicated to partnering with organizations to develop strategies that prioritize the recruitment, support, and retention of educators from underrepresented communities, ensuring that their unique perspectives and contributions are valued and uplifted in educational spaces.

RICE FERGUS MILLER



At Rice Fergus Miller, we actively embody JEDI principles. Our internal JEDI team leads our efforts to be better designers, professionals, teammates, community members, and global citizens. Our firm is a Certified B Corp, because we believe in social and environmental justice. OUR MISSION To elevate the world of design and shape our environment by celebrating diversity, fostering personal aspirations and talents, and encouraging experimentation, sustainability, and innovation. DESIGN Good design doesn't happen by accident, it is created through intentionally seeking collaboration, including diverse perspectives, and asking hard questions. We listen to and

help empower underrepresented voices in our work and in our practice. We dig deeper. We seek out partners who counterbalance our viewpoints. We engage minority-owned, women-owned, and disadvantaged businesses to provide services and materials for our projects and our practice. We research the potentially harmful histories of the designs that inspire us, and the materials we select. We learn, and we educate. We actively invite collaborators in the process of design, and we embrace the tension that arises when diverse perspectives collide. PRACTICE Rice Fergus Miller expects all employees to create an atmosphere free from discrimination and harassment, and we have anti-harassment, anti-discrimination, and equal opportunity employment policies. We strive to provide a workplace where all of our employees, visitors, and collaborators feel they belong. We invite our employees to hold us accountable to do better. We acknowledge we are a work in progress.

ROOTS CONNECTED



Roots ConnectED empowers educators to create classrooms and schools where children and staff are community builders, critical thinkers, understand biases, and realize their capacity to create change. We are committed to each child seeing the humanity in one another and are the only training for educators that teaches the practical skills of community building and critical thinking needed for creating intentionally integrated, inclusive, anti-racist, and anti-bias school communities.

WASHINGTON CHARTER SCHOOL DEVELOPMENT



At Washington Charter School Development, we believe every child deserves a safe and inspiring learning environment. Our mission is to create long-term facilities solutions for high quality-charter schools aimed at dismantling systemic inequality and expanding educational opportunities in under-resourced communities. To further our mission and be more intentional about our role in dismantling systemic racism, WCSD has set a strategic goal to increase diversity while addressing racial and educational inequity through three key areas: our people, our work, and our partnerships.