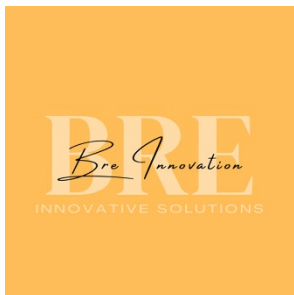




## 2024 CONFERENCE SPONSORS' EQUITY STATEMENTS

### BRE INNOVATIVE SOLUTIONS



BRE Innovative Solutions commits to embracing the individual uniqueness of its stakeholders, by celebrating the commonalities and differences and eliminating disparities caused by structural gender bias and racism. BRE Innovative Solutions commits to work together with stakeholders to create SELVR software and inclusive program solutions to enhance the lives of the next generation regardless of age, gender, race and or social economic status.

### 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.

### COLLEGE UNBOUND



We first set out to write an equity statement, but in doing so also needed to foreground an understanding that Higher Education has not traditionally been a site for equity. Too often we have found that equity statements come across as empty promises. Racial hierarchies and patriarchy are both embedded within and are exacerbated by higher education. We work to center equity and justice in our Strategic Plan because we want to ensure we are better holding ourselves to account. An equity lens was applied in the crafting of each of our four goals and their criteria. This was hard, slow, and intentional work that required also looking inward at where and how College Unbound has not embodied this practice consistently over its initial five years. And, as this Strategic Planning process came to a close, we want to assert that "equity" stands as a

baseline for this work. We are interested in exploring and pushing new directions for College Unbound that look to transformation, justice, righteousness, and reparations. Higher education was not designed for the student body College Unbound wishes to support. Instead, in our Strategic Plan, we co-signed a statement of intent and purpose in both working towards a world we look to take an active hand in creating and in the methods (and contradictions) that we will use within our own institution as it continues to evolve. [See our Strategic Plan here.](#)

## **HJ SIMS**



FINANCED RIGHT®

At HJ Sims, we are committed to fostering a workplace and financial ecosystem that actively promotes diversity, equity, and inclusion. We recognize that systemic racism and bias exist in our society and are dedicated to combating these issues within our organization and the broader community.

Our commitment to anti-racism is reflected in our hiring practices, where we strive to create a diverse workforce that reflects the communities we serve. We provide ongoing diversity, equity, and inclusion training to our employees and encourage open dialogue to challenge biases and promote understanding.

In our financial services, we are dedicated to supporting businesses owned by people of color and underrepresented groups. We actively seek out opportunities to invest in and provide financial guidance to minority-owned businesses, helping to level the playing field and promote economic empowerment.

We understand that our journey towards anti-racism is ongoing and requires continuous effort. We are committed to listening to feedback, learning from our mistakes, and evolving our policies and practices to create a more equitable and just society for all.

## **INNOVATION LEARNING**



Innovation Learning provides equal employment opportunities to all employees and applicants for employment without regard to race, color, creed, ancestry, national origin, citizenship, sex or gender (including pregnancy, childbirth, and pregnancy-related conditions), gender identity or expression (including transgender status), sexual orientation, marital status, religion, age, disability, genetic information, service in the military, or any other characteristic protected by applicable federal, state, or local laws and ordinances.

Equal employment opportunity applies to all terms and conditions of employment, including hiring, placement, promotion, termination, layoff, recall, transfer, leave of absence, compensation, and training.

## 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.

## LARSON GROSS



Larson Gross commits itself to building a culture and work environment where all its team members feel a sense of belonging, respect, and value. Our core values of — Connected, Invested, Initiative, Integrity, Personal, Successful — are the backbone of our organization and how we want to behave toward each other and our clients. Our firm's 19 partners recognize that the commitment to diversity, equity, inclusion, and belonging (DEIB) is one that requires constant education. That's why they engage an external consultant to assist them and our DEIB committee with the ongoing learning of what it means to be inclusive leaders. We have also implemented learning communities for our team members, highlighting sessions on diversity and inclusion, unconscious bias, and a leader's role in fostering diverse teams.

As an additional way to model our support for diversity, we have created and underwritten sponsorships with Western Washington University and Washington Apple Education Foundation to help first-generation college students flourish academically. The eligible first-generation scholarship recipients are most often under-represented students.

## NWEA



Pursuing diversity, equity, inclusion and accessibility is inherent to the mission of NWEA. Our DEIA team works diligently with colleagues across the organization to keep that mission clearly in focus as we engage with students, educators, schools, communities—and each other.

## 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.

## SENECA FAMILY OF AGENCIES



Seneca Family of Agencies serves youth and families from culturally and linguistically diverse communities across California and Washington, and across the United States. The families we serve are extremely resilient in the face of profound challenges resulting from systemic racial, social, and economic disparities in wealth and power. These systemic disparities maintain a social structure that continues to disproportionately impact those from impoverished as well as historically excluded

communities. Many of our employees share lived experience of these challenges with the youth, families, and communities we serve.

We commit to disrupting the systems that preserve social exclusion, racial inequity, and disenfranchisement experienced by those we serve, as well as our employees. We prioritize offering our employees a workplace that is culturally diverse, welcoming, and inclusive of differing worldviews, cultures, and lived experiences. A culturally diverse workforce increases creativity, innovation, improved teamwork, and problem solving within our programs and departments. We are committed to amplifying the voices and experiences of our employees to inform our agency practices, as well as our work with youth and families.

Our commitment to disrupting systems that preserve social exclusion, racial inequity and disenfranchisement requires that we explicitly and affirmatively utilize an anti-racism lens through which the principles of diversity, equity, and inclusion operate to advance our organizational culture in the areas of: ▪ Advancing Racial Equity and Anti-Racism ▪ Cultural Humility and Reflective Employee Practice ▪ Workforce Development ▪ Employee Engagement and Belonging ▪ Employee Professional Development, Education and Training ▪ Program and Client Services ▪ Social Policy and Advocacy

## **SCHOOLWORKS**

### **SCHOOLWORKS® Diversity, Equity and Inclusion Statement**



Through our work, we advance diverse, equitable, and inclusive policies both within our organization and with our partners in order to dismantle inequalities and systemic racism in school communities.

#### **Our Workplace**

At SCHOOLWORKS®, a diverse, inclusive, and equitable workplace is one where all employees and consultants, whatever their gender, race, ethnicity, national origin, age, religion, sexual orientation or identity, education or disability, feels valued and respected. We are committed to a nondiscriminatory, anti-racist approach and provide equal opportunity for employment and advancement. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We abide by the following principles to promote diversity and inclusion in our workplace:

- Embrace diversity, inclusion, and equity as a Core Value connected to our mission and critical to ensure the well-being of our staff.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for, and support, internal thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Employ systematic efforts to maintain and elevate the diversity of our staff/consulting team and monitor ongoing progress of these efforts

- Commit time and resources to educate our staff and consultants about implicit biases, and collectively strive to surface, explore, and change our practice to ensure equity.
- Commit to eliminate racism within our own and partner organizations.

## **Our Services**

At SCHOOLWORKS®, we are committed to fostering practices that promote equitable environments for all students. We abide by the following action items to uncover system-level disparities in the schools and agencies we serve, and promote positive change:

- Provide ongoing training to ensure that all SchoolWorks representatives (staff and consultants) bring an equitable and inclusive lens to our work.
- Seek to ensure diversity within our client support teams.
- Aggregate and utilize quantitative and qualitative research related to best practices in diversity, equity, and inclusion in schools to provide actionable feedback and insight to partners in education.
- Develop and present findings on programs and practices that impact diversity, inclusion, and equity to our partners in education.
- Develop and advance anti-racist practices within our own and partner organizations.

## **Contact SCHOOLWORKS®**

To learn more about DEI initiatives at SchoolWorks, please reach out to us anytime at [info@schoolworks.org](mailto:info@schoolworks.org). We look forward to talking to you.

## **SCHOOL FOOD SOLUTIONS**



**SCHOOL  
FOOD  
SOLUTIONS**

We are strong believers in the power of charter schools to improve the lives of children that might not otherwise have a high-quality educational option. We understand that primarily, charter schools are about raising student achievement. By providing efficient and effective Foodservice Administration services, we seek to play a small part in helping you produce better student achievement outcomes for children.

## **TINY WHALE**

**TINY WHALE**

We believe that effective communication is the cornerstone of understanding, respect, and collaboration among diverse individuals and communities. Through thoughtful and intentional design choices, we strive to create content that is accessible, welcoming, and representative of all backgrounds, identities, and perspectives.



## WA FAB



We practice inclusion by seeking out and bringing in people with diversity in thought, skills, background (education, family, upbringing, area of birth, class/socioeconomic status), income, professional experience, personality, values, beliefs, race, religion, spirituality, ethnicity, sex, language/dialects, abilities (physical, mental, emotional, behavioral), neurology, gender (expression, identity), culture, morals, seniority/institutional or community knowledge/roots, politics, roles in the family/society/school community, citizenship status, sexual orientation, and marital/partner/parental status.

We work for equity and anti-racism by creating a safe space for our diverse group of people and members of our communities to learn, grow, and dream together. We are authentic and real in our words and actions. Our support and encouragement of each other is genuine. We find strength in and respect for each other's differences. We amplify each other's authentic voices and the voices of our communities. We see the best in others, strive for solutions, and work with integrity. We are hospitable and supportive as we listen for heart and meaning. We are intentional with our time, energy, and knowledge.

## 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.

## ZIEGLER



At Ziegler, we are committed to integrity, teamwork and innovation. We value the diversity, equity and inclusion of our workforce, our clients, our stakeholders and our community because we understand that the most successful solutions emerge from teams built with diverse backgrounds and experiences. Our mission is to ensure all associates feel supported, included and respected as valued members of the Ziegler team.