



# Our Commitment to Diversity, Equity, Inclusion, Belonging and Accessibility

**At Student Advocacy, we are committed to promoting and advancing diversity, equity, inclusion, belonging and accessibility (DEIBA) principles.** These principles are incorporated into our practices and policies including recruitment, retention and professional development, as well as leadership opportunities within the organization and externally within the communities that we serve. We are committed to increasing representation and engagement of diverse identities and lived experiences across all levels of the organization, including Board and staff, and creating an inclusive environment. We strive to provide safe spaces where everyone can engage in dialogue, question, learn and contribute to their fullest potential.

Our belief is that every child, regardless of background and circumstances, has inherent worth and boundless potential. We endeavor to break down barriers and systemic injustices in school for children and youth that are based on economic status, ability, disability, race, religious belief, ethnicity, national origin, traumatic life events, gender identity, gender expression, sexual orientation and any other unique trait or background. The foundation of our work is grounded in the knowledge of education law and education systems. When our Board and staff are representative of the communities that we serve, it enhances our ability to support our students and clients, the majority of whom have been historically and systematically marginalized in education.

**We remain committed to continuously monitoring our DEIBA efforts and to fostering a diverse, equitable, inclusive and accessible culture.** Through education, advocacy and community engagement, we aim to create a world where every child has access to the educational opportunities, resources and services they are legally entitled to in school and beyond, enabling them to thrive and fulfill their potential.