

Diversity and Inclusivity

At UP Education Network, we value all staff members. We strive to build an inclusive community of stakeholders from a variety of perspectives and backgrounds. Our differences in age, ethnicity, family and socioeconomic status, gender, gender identity, language, physical ability, race, religion, sexual orientation, and more – as well as myriad personal and cultural beliefs – enhance the quality of our community and are crucial to accomplishing our mission.

Diversity is about engagement.

We intentionally seek to create a diverse and inclusive environment where staff, scholars, and families can openly discuss our many layers of difference, our shared humanity, and our dedication to our mission. By engaging in dialogue about our differences, we will enrich our own perspectives, ensure every member of our team feels known and valued by his or her work and contributions, and better prepare our scholars for their future successes in high school, college, and beyond.

Diversity is about impact.

Our staff members who have shared similar personal experiences of our scholars can serve as powerful role models and have the potential for a profound additional impact. We commit to attracting, hiring, and fostering the leadership of staff members from diverse backgrounds so we can ensure that our school communities reflect a range of human experiences, particularly the ethnic, racial, and linguistic diversity of the scholars and families we serve.

We hold ourselves accountable to our vision.

A diverse and inclusive environment does not come about by accident; it takes purposeful action to be realized. We recognize that what gets measured gets done, and we therefore set quantitative and qualitative goals – however imperfect they may be – to hold each other accountable for realizing our vision.