



Read To Succeed, Inc. Equity, Diversity and Inclusion Statement

Read To Succeed, a diverse, inclusive, and equitable workplace is one where all employees and volunteers, whatever their gender, race, ethnicity, national origin, age, sexual orientation or identity, education, or disability, feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement in all of our departments, programs, and worksites. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We're committed to modeling diversity and inclusion for the entire nonprofit sector, and to maintaining an inclusive environment with equitable treatment for all.

To provide informed, authentic leadership for cultural equity, Read To Succeed strives to:

- See diversity, inclusion, and equity as connected to our mission and critical to ensuring the well-being of our staff and the community we serve.
- Acknowledge and dismantle any inequities within our policies, systems, programs, and services, and continually update and report organizational progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness.
- Advocate for and support board-level 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.
- Help to challenge assumptions about what it takes to be a strong leader at our organization, and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions.
- Commit time and resources to expand more diverse leadership within our board, staff, committee, and advisory bodies.
- Lead with respect and tolerance. We expect all employees to embrace this notion and express it in workplace interactions and through everyday practices.

Read To Succeed abides by the following action items to help promote diversity and inclusion in our workplace:

- Pursue cultural competency throughout our organization by creating substantive learning opportunities and implementing formal, transparent policies.
- Improve our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that is reflective of the diversity of American society.
- Pool resources and expand offerings for underrepresented constituents by connecting with other non-profits committed to diversity and inclusion efforts.
- Advocate for public and private-sector policy that promotes diversity, inclusion, and equity. Challenge systems and policies that create inequity, oppression, and disparity.

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Read To Succeed improves lives in Rutherford County by offering free literacy programs and events for adults and children.