

UnisonEDU is an organization founded on the belief that no school division, regardless of its location or financial means, should see lesser resources, professional development, or support. We seek to empower every educator and administrator we connect with to learn, collaborate, and grow.

How We Define *Diversity

Race, gender, color, country of origin, sexual orientation, nor disabilities will affect our commitment to any educator. This is not because UnisonEDU doesn't see color, no, this is because UnisonEDU seeks to understand, embrace, and empower diverse educators. We seek to embody a definition of diversity that includes the aforementioned groups in addition to considering geographic region, ability, socioeconomic elements, and religious beliefs.

How We Will Amplify the Voices of All Educators

UnisonEDU is committed to using our platform to amplify the voices of all educators and support them in any way we can. This commitment extends to every one of our team members as well as the educators we connect with to support. We will offer team membership and possible board membership to all qualified educators alongside the following benefits:

- A professional learning network committed to collaboration, learning, and growth.
- Creative outlets through our blog, resources, and more.
- The power to amplify voices of amazing educators through social media.
- Professional growth opportunities through webinars, presentations, and training.
- Continuous opportunities to impact educational equity, especially digital equity.

How We Will Empower All Educators

We will further seek to empower all educators by giving an equal voice and status to:

- Provide and ensure a diverse perspective is employed in the strategy, tools, and plans for consulting with client schools with our professional development purposefully culturally relevant/responsive.
- Participate on consulting/delivery teams, ensuring that a diverse approach is employed.
- Influence the UnisonEDU Board of Directors and Team, and ensure that diverse perspectives are core elements within substantive decisions and plans.
- Impact all considerations of needs, opportunities, and the future of the organization.

Equity in Professional Learning

Equity in professional learning is achieved when all educators receive the professional learning they individually need, when they need it, without financial means as a barrier. In addition, this professional learning is provided by organizations or people representative and understanding of those they seek to serve. Only when all educators are moving forward together can educational and digital equity begin to be a reality for all learners.

Representative of Those We Wish To Serve

UnisonEDU is further committed to deploying representative and talented teams that are fully capable of engaging with any school system needing our help. We affirm that equitable access to quality professional learning opportunities and educational technology efficacy is requisite for any effective educator. Not until that day when UnisonEDU can confirm we are representative of all we wish to serve will the organization be ready to make a true contribution and difference in the world of educational equity. We will continue each day to put in the work necessary to make this a reality. This includes the following action items:

- Ensure inclusion and support of *diversity on our board, our team, and within our networks including collaborating with our partners to educate, collaborate, and empower diverse educators.
- Thoroughly review and amend UnisonEDU's governing documents to be fully inclusive and devoid of any forms of racism or bias.
- Be advocates and constant supporters of diverse educators through welcoming all qualified educators to our team and providing them equal access to all opportunities.

Our Commitment to This Important Work

Our work towards this will be transparent and encourage inclusivity. We support efforts around the country to dismantle all forms of racism and inequity while also turning inward to examine our own biases and any form of racism within our organization.

We fully acknowledge that lack of diversity throughout an organization including its team, leadership, content, associations, and events are examples of upholding unjust systems of racism and discrimination against *diverse groups. Organizations must seek engagement and empowerment over the more simple inclusivity. We must take meaningful and ongoing action, refusing to settle for performative actions. Only through this engaging, empowering, and commitment to meaningful action will UnisonEDU achieve the equity it seeks within its organization and those it serves.

- UnisonEDU will continue to consult with educators and experts in the areas of diversity, equity, and inclusion to inform our work.
- All UnisonEDU team and board members will complete training to more fully understand and recognize power, privilege, fragility, and more to be able to disrupt the systems and practices in place that disenfranchise diverse educators.
- Our work in the areas of diversity and inclusion will be an integral part of UnisonEDU as long as the organization is in operation.