

Reality Changers: Being the change we wish to see.

At Reality Changers, we believe that diversity, equity, and inclusion are connected to our mission and critical to the well-being of our staff and our community.

For this reason...

Reality Changers champions and walks alongside first-generation college students as we work together to overcome systemic barriers rooted in racism and oppression. We are accountable to the diverse communities that we serve--especially those that include people of color--and actively affirm the dignity of all individuals.

We promote diversity, inclusivity, equity, antiracism, and opportunity amongst our students, program graduates, staff, and stakeholders, by taking action to:

1. Implement training and skill development for staff and volunteers on topics/practice of cultural humility, inclusivity, anti-bias, and anti-racism.
 - a. Partner with and follow the leadership of specific groups to increase the organization's cultural awareness and competency.
 - b. Increase professional development opportunities for our staff and equip them to further promote safe and brave spaces for our students and families.
2. Make our communications more accessible and inclusive.
 - a. Audit our website, handbooks, and other organization materials for gendered, ableist, and biased language.
3. Maintain an annual calendar that recognizes the diversity of cultures, ethnicities, traditions, beliefs, and customs, amongst our staff, students, and families.
4. Increase diversity within our student programs to better reflect the demographics of the communities we serve.
5. Create programs and curricula for students that:
 - a. is accessible and seeks to accommodate needs;
 - b. is reflective of their goals, visions, and passions;
 - c. promotes safe and brave spaces;
 - d. provides opportunities for input, feedback, involvement, and leadership
6. Continually sharpen our talent management practices to ensure that we attract, nurture, and retain staff who directly reflect the organizational diversity we seek.
7. Establish formal channels for community involvement and decision-making in our organization.

In short, we will advocate for and support organization-wide 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.