



DEI Strategy & Goals

Diversity, equity, and inclusion lie at the heart of EduMotion's mission and core values and are deeply embedded in our product experience. Developing a digital product that addresses issues of access and equity has been a guiding priority to provide a means for bringing the benefits of our curriculum to students who do not have regular access to cultural arts experiences. We believe that exploring the intersection of one's personal and socio-cultural identities plays a key role in social and emotional development, and EduMotion is committed to developing both a product and a team that reflects the diversity of the students we serve.

We have identified the following DEI Goals, along with metrics to hold us accountable:

1. **Create an inclusive and equitable work culture for our team.** We strive to build a supportive, flexible, and welcoming work culture that values every voice. We achieve this through an intentionally flat company hierarchy and frequent check-ins with all team members to ensure we are aligned in our mission while empowering team members to use their own natural strengths to do work in pursuit of the mission. Training is provided both internally and through outside organizations to focus on identifying personal biases and how to mitigate the impact of these biases.

Metrics: Formative and summative team feedback opportunities (surveys and one-on-one conversations) throughout the year.

2. **Recruit, retain and develop a diverse team.** We believe it is critical that our team reflects the diversity of the students and schools we serve. While our administrative/leadership team is still quite small and does not currently reflect the kind of diversity we aspire to, our network of Teaching Artists is made up of greater than 50% BIPOC and we place a high priority on including these artists in strategic planning, program development and key decision-making. As our executive team grows, we intend to prioritize the recruitment and retention of an increasingly diverse leadership team that is aligned with the racial/ethnic makeup of our artist network and schools we serve.

Metrics: We will continue to track the racial/ethnic identity of our team and prioritize recruitment of BIPOC candidates with a goal of a team whose diversity reflects that of the schools we serve.



- 3. Design and deliver equity-minded programs that are culturally responsive and meet the needs of our diverse profile of school partners.** Diversity, equity, and inclusion lie at the heart of our mission and core values and are deeply embedded in our curriculum and product experience. We are engaging deeply in conversations and research around what equitable SEL looks like and are committed to continuous improvement of our program and curriculum to ensure we are meeting the needs of all learners, especially those in historically marginalized groups.

In our recent work in developing a new SEL curriculum for middle and high school, we engaged a diverse group of artists, youth, and program specialists in the process of curriculum design, including one of the authors of CASEL's framework brief entitled "Equity & Social and Emotional Learning: A Cultural Analysis."

Metrics: Research to be gathered will evaluate the effectiveness of our program for grades 6-12, with equitable SEL as a focus of the curriculum and research.

- 4. Enhance accountability, effectiveness, and collaboration through strategic use of DEI-related data in planning and assessment.** We continuously track DEI-related data for both the schools and students we serve as well as our team. Additionally, our leadership team is engaged with the Illinois Arts Alliance Anti-Racism Learning Group, a new affiliation which we believe will provide us with mechanisms to track accountability and effectiveness of our DEI strategic goals.

Metrics: Annual review of DEI-related data points for disparate impact on underrepresented U.S. racial/ethnic minorities, women, and other historically marginalized populations.