



## **DIVERSITY, EQUITY AND INCLUSION POLICY**

### **PURPOSE**

To provide vision for diversity, equity and inclusion within Affinity Mentoring and to hold the organization accountable to its core beliefs while striving towards consistent alignment with the founding Mission: "Affinity Mentoring will interrupt the cycle of poverty through mentoring relationships that improve students' academic achievements, social skills and self-esteem." Affinity Mentoring will promote inclusion, celebrate diversity and uphold equity in its business partnerships, mentoring relationships and every aspect of service delivery, materials, activities and environment.

### **DIVERSITY POLICY**

Affinity Mentoring will recruit and retain Partnerships, Board, Staff, Committee Members and Volunteers that are reflective of the diverse population served. Differences in race, color, nationality, religion/culture, gender identity, gender expression, immigration status, sex, marital status, sexual orientation, socioeconomic status, military status, and ability ensure mentor relationships that are shaped by rich varieties of experiences and perspectives.

### **INCLUSION POLICY**

Affinity Mentoring will provide an environment and a service delivery system that is welcoming and safe to all members of the community (students, volunteers, board, staff and community partners) by embracing differences in race, color, nationality, religion/culture, gender identity, gender expression, immigration status\*, sex, marital status, sexual orientation, socioeconomic status, military status, and ability. Comments or behaviors that are humiliating, isolating or otherwise create an unsafe environment for others will not be tolerated.

\*All staff must be eligible to work in the United States. Both staff and volunteers must pass background checks required by Affinity Mentoring.

### **MENTOR/STUDENT MATCHES**

Affinity Mentoring students and mentors will experience safety and belonging through inclusive and diverse efforts. Students and mentors will enter a space that allows them to build authentic relationships and that meets them where they are. Students will have the opportunity to build trust with a caring adult who will journey with them. It is through these relationships that at risk school children are given the additional emotional, social and academic support they need to succeed.

Affinity Mentoring will evaluate data annually, ensuring that the board, staff and volunteer recruitment efforts support providing varied relationships and development opportunities by being representative of the diversity of the school community.

### **STAFF RECRUITMENT AND TRAINING**

Affinity Mentoring values diversity in staff in order to create a space that is influenced by a variety of experiences throughout the organization. Diversity among staff further ensures that policies and procedures are equitable and inclusive. Affinity Mentoring also recognizes that student interaction with individuals who share identities positively impacts relationship building and equitable service delivery. Students will see their value as contributing members of the school community by seeing people who look like them in a variety of vocations.



## **DIVERSITY, EQUITY AND INCLUSION POLICY**

Affinity Mentoring commits to hiring individuals who demonstrate a passion for and commitment to children and their potential. Working to establish equitable recruitment and hiring practices in accordance with the Affinity Mentoring Inclusion Policy, Affinity Mentoring will hire and promote people to reflect the demographics of the students and school community in which it serves. Additionally, Affinity Mentoring will send postings to community organizations and networks dedicated to the advancement and professional development of underrepresented populations.

Training and Professional Development related to inclusion and diversity will be integrated into Affinity Mentoring's annual training plan.

### **BOARD OF DIRECTORS + LEADERSHIP COMMITTEES**

The Board's role is to set the vision and strategic direction for the organization; therefore it is important that the board of directors reflects the diversity of the students and individual school communities involved. The Board of Directors has a commitment to recruit, review and support board members from diverse populations.

### **MENTOR RECRUITMENT AND TRAINING**

Affinity Mentoring will create quality experiences that foster a sense of belonging and purpose for mentors that ultimately impact the student/mentor relationships. Affinity Mentoring will offer appropriate training to enhance the academic and social emotional growth and development of each student. It is important that mentors are equipped with a variety of skills and experiences to ensure that students receive the support needed.

All mentors go through a specific training curriculum that discusses what it means to participate in a nurturing and supportive environment. Regular mentor support meetings/trainings will be held to engage mentors in further learning and growth. Affinity Mentoring will conduct an annual review of demographic information of active mentors as well as recruiting efforts to create a robust recruitment process.

### **COMMUNITY PARTNERS**

Affinity Mentoring believes that healthy interdependence with high-quality community and business partners as well as quality relationships between caring dedicated adults and students are essential to success. Therefore, we will pursue and grow partnerships with organizations that demonstrate inclusive practices. To ensure diverse, equitable and inclusive access, community partners working with Affinity Mentoring will engage in and agree to the policies pertaining to diversity, equity and inclusion.