



HELPING KIDS GROW ONE MOVE AT A TIME

Chess in the Schools

Diversity, Equity, & Inclusion: Our Values, Goals, and Commitments

Values Statement: We embrace, honor, and celebrate our differences across race, gender, age, ethnicity, nationality, sexual orientation, gender orientation, physical abilities, socio-economic class, and other characteristics that comprise our unique identities.

Goals: Our mission is to serve students in diverse, low-income communities in NYC therefore we place a critical emphasis on building an organization that meets their needs and represents the diversity of these students.

Our commitments: It is our duty as educators to prepare our staff and environment to provide an inclusive space for every member of our community. CIS is committed to taking a proactive approach to empowering all staff and students. To that end, CIS will:

- Engage in annual DEI training for all staff members.
- Recruit and enlist diverse talent to join our staff and boards to reflect the diversity of NYC.
- Eliminate staff and student practices that hinder inclusion and increase practices that foster belonging.
- Examine our curriculum and training to ensure that they are culturally competent and supportive of our students.
- Assess our progress in DEI each year and continually identify ways to increase our effectiveness.

September 2022