



BREAKTHROUGH COLLABORATIVE

RACE & EQUITY BOARD RESOLUTION

As a Board of Trustees, we:

- Believe that bringing diverse individuals together inclusively allows us to effectively achieve our mission and live out our values.
- Acknowledge the historical harm that the U.S. educational system has caused by upholding an exclusionary culture that has led to inequitable access for Black, Indigenous, and People of Color (BIPOC).*
- Acknowledge that, in its 42 years of expanding educational access, the Breakthrough Collaborative has operated within that system, maintaining the status quo; we therefore commit to addressing any resulting inequities to BIPOC students, their families, staff, and teaching fellows through continued growth of our organization.
- Believe that Black lives matter and should be treated as such in how we address any inequities in Breakthrough's system and the larger education system.
- Are committed to upholding the values of collaboration, community, equity, respect, and opportunity for all.
- Believe that racial inequities at all levels should be addressed in order to realize our commitment to becoming an anti-racist organization (specifically, one that opposes racism and promotes racial equity).

Therefore, Breakthrough Collaborative shall:

- Denounce racism and commit to becoming an anti-racist organization that dismantles inequitable systems and practices that lead to negative experiences or marginalization for BIPOC staff, teaching fellows, students, and families.
- Design a three-year, organization-wide, diversity, equity, and inclusion (DEI) vision and strategic plan that will amplify the voices of BIPOC staff, teaching fellows, students, and families across Breakthrough in the design of policy, system, and curriculum choices.
- Review operational procedures, structures, and organizational culture to address any inequities that disproportionately impact BIPOC staff, teaching fellows, students, and families.
- Require annual monitoring of DEI initiatives and progress towards goals.
- Support building an organizational culture in which all staff, teaching fellows, and students are able to learn, grow, and thrive equitably.
- Commit its Board of Trustees to proactively work to support the evolution of the Collaborative in becoming an anti-racist organization.

** We hereinafter use the acronym BIPOC, currently in wide use and broadly understood, as an adjective to designate the diverse set of Breakthrough stakeholders whose historical experience is described in this resolution.*

Adopted March 5, 2021

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