

## UP FOR LEARNING'S COMMITMENT TO BEING AN ANTI-RACIST ORGANIZATION

*“ Anti-racism is not an identity or a checklist; it’s a practice.” - [Andréa Ranae](#)*

*UP is striving to be actively anti-racist in our work as an organization, as well as in our lives as the youth and adults who form our organization. UP Faculty, Board of Directors, and Youth Advisory Council members agree to meet regularly to check in about how we are holding ourselves accountable, educating ourselves and taking action to combat systemic racism. In these conversations, we repeatedly return to the importance of listening to the voices of Black, Indigenous, and People of Color (BIPOC). White communities cannot continue to form opinions about what is going on without hearing BIPOC voices. It is the responsibility of the rest of us right now to stop, listen, learn and then act in solidarity. With our BIPOC community members, we stand in solidarity. We commit to doing the work to fight for liberation. We commit to continuing to deepen and strengthen our organization’s anti-racist policies and practices as we work towards educational equity and justice for communities throughout Vermont.*

*We must dream and conspire together. We all must play our part in uprooting and rebuilding the systems behind these inequities. For our part, we commit to continuing our work to become an inclusive, anti-racist organization and community. We commit to continuing to listen, change and grow. We commit to continuing to invest in the ideas, talent, power, and solutions of leaders of color and communities of color. We commit to creating spaces that foster love, grace, solidarity, and action. We commit to bringing humility and an eagerness to learn from our partnerships with people and organizations who share our mission of advancing educational equity and opportunity for all youth.*

### **This looks like:**

1. UP employees engage in educating themselves about the role of white supremacy culture in organizational systems.
2. UP employees work to dismantle these systems and co-construct new, just and equitable systems (hiring process, etc.)
3. UP employees are engaged in learning about Diversity, Equity and Inclusion (DEI) related issues/topics and align their work with UP’s core goal: seek equity and justice.
4. UP employees are aware of and work to change the relationship between professionalism and white supremacy culture.
5. UP actively seeks employees, BOD, YAC members and partners who are BIPOC.
6. UP provides school and community teams [with specific questions](#) to inform their team recruitment process for youth and adults, ensuring inclusive representation.

*(Developed in collaboration by the UP Youth Advisory Council, UP Board of Directors, and UP staff during the spring and summer of 2020.)*