Relay GSE Diversity Statement

Relay GSE is committed to creating a diverse institution that honors and celebrates difference and is inclusive of the communities we serve. Relay GSE’s commitment to diversity stems from a belief that multiple, different perspectives are necessary components of a vibrant institution of higher education. Relay GSE values people of all backgrounds and strives to build a team that is diverse in ability, ethnicity, language, class, age, gender, religion, race, and sexuality. Given that Relay GSE’s ultimate constituency are underserved public school students, we place a critical emphasis on building an institution that is representative of these students both in terms of race and class. We will hold ourselves accountable to these commitments in part by executing the strategies outlined below.

- **Recruitment.** We recruit diverse candidates for our staff, faculty, and graduate student body. We think of “diversity” in all senses of the term, with a particular focus on groups that are primarily impacted by educational inequity (including, but not limited to, communities self-identified by ability, ethnicity, language, class, age, gender, religion, race, and sexuality.)

- **Cultural Competence and Professional Development.** We develop our staff, faculty, and graduate students to support our ongoing learning and to encourage all of us to strive to embody cultural responsiveness and growth mindsets.

- **Institutional Culture.** We support our staff, faculty, and graduate students by creating an environment where diverse perspectives are sought, valued, and used to make our institution stronger and also by ensuring that our programs and initiatives promote diversity, equity, and social justice.

- **Support, Retention, and Promotion.** We retain and promote a diverse staff which represents the communities and backgrounds of our graduate students and their P-12 students.

- **Continuous self-reflection and self-evaluation.** We continually reflect on the diversity of our institution and our cultural competence and seek out ways in which we can improve.