



## **Diversity, Equity and Inclusion Statement of Principle**

***The Literacy Council of Frederick County is committed to diversity, equity, and inclusion as core values.***

**Diversity:** We appreciate and value our differences, celebrate and respect diversity in all its forms in our students, volunteers, staff, partners, and community.

**Equity:** We align our policies, practices, and resources so that people of all backgrounds - including, but not limited to - race, ethnicity, culture, religion, age, gender, gender identity, national origin, veteran status, socioeconomic status, mental abilities and professional status have genuine opportunities to thrive. We commit to collaborate with organizations and agencies which do the same.

**Inclusion:** We create an environment in which everyone is welcome, feels valued and is respected. This commitment is at the core of our mission, to provide adult literacy programs that advance a more just and abundant future where individuals and their families all thrive.

We approach our work on diversity, equity, and inclusion with focus, resolve and optimism—knowing it requires a sustained commitment. We are committed to learning and adapting along the way. This work is our shared responsibility—and our shared opportunity — because what is at stake is nothing less than our shared future.

**Literacy  
lifts Lives**