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.

December 2020