

Statement on Diversity, Equity, Inclusion and Racial Justice

As a provider of free, high quality instructional programs for local immigrants, English At Large demonstrates its commitment to Diversity, Equity, Inclusion and Racial Justice. Our board and staff have come together to affirm our commitment to these principles in forming the following statements:

Diversity: English At Large supports and celebrates diversity by empowering local immigrants to find their voice as engaged members of their communities; our volunteers are ambassadors for the value immigrants add to society, which helps make our communities welcoming places for all people to live and work.

Equity: English At Large programs provide local immigrants access to high-quality instructional programs, meeting the challenges to learning for those with multiple family or work commitments, limited access to resources, transportation challenges, those who are low-income or who cannot learn in a large classroom setting.

Inclusion: English At Large programs go beyond language instruction; our volunteer-delivered services provide an enhanced experience for our learners that fosters mutual understanding and respect for all people and cultures.

Racial Justice: English At Large recognizes the value and potential of all people and seeks to partner with organizations that directly address the underlying causes of systematic racism in our society, as well as those that work to create opportunities for people and communities of color.

English at Large provides a platform for local community members as volunteers to learn about other cultures and races; our volunteers are given intimate access to the immigrant experience, and insight into local communities challenged by inequality and economic disparity. This experience helps widen their perspective, making them more engaged, more active voices of reason in standing up for racial justice, equality and inclusivity in their towns, workplaces and in society as a whole.

In the recruitment of staff, board members and program volunteers, English At Large seeks to engage those who reflect the diversity of the communities and the immigrant populations we serve. In our efforts to bring together broad perspectives and experiences, we actively recruit from our own learner pool as well as immigrant serving partner organizations. Our statement of non-discrimination reaffirms our commitment to hiring minority, under represented and/or immigrant people who may not otherwise have access to similar opportunities.

English At Large is committed to advancing the potential of immigrants as important, contributing members of our communities. We welcome immigrants of all races and ethnicities to enroll in our programs regardless of status, and we actively seek to connect those most in need with access to our free, high-quality programs. In order to reach a diverse pool of learners, engage new volunteers, and expand program offerings, we continuously look for opportunities to establish new relationships with groups that share our commitment and values. We know these partnerships are not only important to our future, but also vital to ensure that local communities remain diverse, welcoming places for all people to live and work.