



# Literacy Council of Northern Virginia

## Literacy Council of Northern Virginia Diversity, Equity, and Inclusion Statement February 2021

Diversity, equity, and inclusion are core values of the Literacy Council of Northern Virginia (LCNV) and fundamental to LCNV's mission of teaching adults the basic skills of reading, writing, speaking, and understanding English so they can access employment and education and more fully and equitably participate in the community. LCNV promotes diversity, equity, and inclusion among LCNV students, teachers, employees, volunteers, and the Board of Directors through practices that are described—but not limited to those—below:

- Our vision and mission reflect our fundamental belief that all people belong in our community and deserve fairness, justice, and inclusivity. We treat every individual with dignity and respect.
- Our strength comes from our diversity. We define diversity as a collection of individual and community attributes that, together, help us pursue our organizational objectives. We celebrate the qualities that make each person unique, including race, national origin, cultural background, ethnicity, socioeconomic status, veteran status, gender, age, sexual orientation, disability status, religion, language, and gender identity, and any additional classification that is protected by law. LCNV endeavors to reflect the diversity of our community in our structure, students, staff, volunteers, teachers, Board of Directors and partners.
- We believe equity is defined as all populations receiving the support and resources they need to reach their full potential and to experience optimal well-being. Our work is focused on providing support and resources—through evidence-based programs—that enable LCNV students to attain English literacy, which is a survival skill that will assist students to achieve their personal goals.
- We define inclusion as a culture that connects each employee to the organization, encourages collaboration and flexibility, and leverages diversity so that all individuals are able to participate and contribute to their full potential.
- We strive to promote an inclusive environment in which students, staff, teachers, volunteers, and the Board of Directors are able to perform at their best, feel valued, contribute their views and ideas for program improvement, and challenge each other to continuously build an inclusive culture.
- We will continually evaluate our policies regarding access to our facilities, programs, resources, and services so that they will meet the varying needs and goals of our students.