



Formerly Literacy Council of Northern Virginia

English Empowerment Center

Diversity, Equity, and Inclusion Statement

February 2021

Diversity, equity, and inclusion are core values of the English Empowerment Center and fundamental to the English Empowerment Center’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. The English Empowerment Center promotes diversity, equity, and inclusion among 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. The English Empowerment Center 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 English Empowerment Center 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.



English

Empowerment Center

Learn English. Change your life.

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