

The BetterLesson Diversity, Equity, and Inclusion Continuum



Confronting and dismantling systemic racism is a long term process of personal and collective growth. To honor our commitment to anti-bias, anti-racist mindsets, dispositions, and decisions, BetterLesson team members will receive support to grow along a diversity, equity, and inclusion continuum within specific indicators/domains.

EXCLUSIVE /
UNAWARE

DEVELOPING OUR
UNDERSTANDING

APPLYING INCLUSIVE
PRACTICES

OWNING EQUITABLE
PRACTICES

Growth Indicators and Domains

PERSONAL GROWTH



Critical Consciousness

Development: Building our awareness of self, others, societal issues, and seeing our potential to contribute to societal change.

Commitment to Growth:

Receiving feedback from a place of openness, wholeness, humility, vulnerability, and gratitude instead of fragility and defensiveness.

COLLECTIVE GROWTH



Skillful Navigation of Challenging Conversation:

Equipping ourselves to engage in courageous conversations with team members as well as current and potential partners.

Collaboration Within and Between Teams: Recognizing and addressing the impact of implicit bias and racialization on the way we interact with our colleagues.

Approach to Data Collection and Analysis: Seeking the perspectives of and feedback from people of all identities, particularly those whose voices are not usually centered, and being aware of how our biases can shape the feedback we seek and how we interpret it.

ORGANIZATIONAL GROWTH



Hiring, Development, and Retention:

Creating policies and supporting practices that lead to equitable access, representation, and opportunities for potential and current team members.

Accessibility: Providing all team members, participants, and those who experience our content with unhindered access to our content and learning experiences.

Language: Ensuring that the language we use in our content and learning experiences is inclusive, respectful, considerate, anti-biased, and anti-racist.

Images: Celebrating people of all races, ethnicities, cultures, genders, gender identities, abilities, social classes, ages, and religions with the images we select in our content.