



# Diversity, Equity & Inclusion at Noble

We build diverse teams because they perform better and get the best results for our students. We believe staff at all levels of the organization should reflect our students and communities. We bring others in and make people from all backgrounds feel included in all spaces to create a culture of value and belonging. We share ideas, input, and perspectives, and we seek diverse voices and bring in traditionally excluded individuals and perspectives to arrive at the best decisions. We actively seek understanding to avoid assumptions and bias in decision-making. We examine ourselves to ensure that our practices and beliefs lead to equitable outcomes for all.

## DEFINITIONS

We define **DIVERSITY, EQUITY, and INCLUSION** to ensure common understanding across our community of students, staff, and families...



### DIVERSITY



**At Noble, DIVERSITY** encompasses acceptance and respect for the staff, students, and families within our community. It means understanding that each individual is unique, and recognizing our individual identities. A broad definition includes not only race, ethnicity, and gender, but all of the ways that we are different, including age, immigration/citizenship status, religion, ability, sexual orientation, gender identity, socioeconomic status, education, marital status, language, physical appearance, neighborhood, and more. It also involves different ideas, perspectives, and values. Diversity is the exploration of these differences in a safe, positive, and nurturing environment. It is about understanding each other and moving beyond simply tolerating to embracing and celebrating the rich diversity within each individual. (Adapted from University of Oregon definition and UC Berkeley Center for Equity, Inclusion and Diversity, Glossary of Terms).

### EQUITY

**At Noble, EQUITY** represents our ideal of justice within our community. Equity ensures everyone has access to the same opportunities and experiences by recognizing that we don't all start from the same place, and seeking to correct and address the imbalance to support high outcomes for all.



For our students, teachers, and staff, equity means eliminating the predictability of success or failure based on race, class, or any other identity marker. (Adapted from The Annie E. Casey Foundation’s Racial Equity and Inclusion Action Guide and the General Assembly definition).

**INCLUSION**



**At Noble, INCLUSION** means creating an environment, free of judgment, where individuals representing different identities are valued, leveraged, and welcomed. More specifically, it is the act of authentically bringing traditionally excluded individuals and/or groups into processes, activities, and decision/policy making to create value and impact. More than simply numerical representation, inclusion involves authentic and empowered participation and all members of the community experiencing a true sense of belonging. (Adapted from The Annie E. Casey Foundation’s Racial Equity and Inclusion Action Guide, the glossary from MP Associates and the Center for Assessment and Policy Development, and the General Assembly definition).

**OUR COMMITMENT**

Our commitment to diversity, equity, and inclusion expresses our **HIGHEST EXPECTATIONS** and **ASPIRATIONS** for this work...

**NOBLE COMMUNITY**

**The Noble Network is a community of students, families, teachers, and staff who reflect the diversity of the City of Chicago.** We welcome, celebrate, and value all backgrounds and cultures with the goal of ensuring that every member of our community experiences a sense of belonging.

**INTENTIONAL FOCUS**

**We believe that an intentional focus on diversity, equity, and inclusion is essential to fulfilling our mission of providing our students with a high-quality education that prepares them for post-secondary success and exemplary lives.** Because of this belief, we seek to reflect the students and communities we serve in the diversity of our team and leadership. Upstanders - allies, supporters, and advocates who don’t share the backgrounds or identities of our students and families - are essential to this important work. Together we have a collective commitment to operating with an equity lens. We help our students see possibilities, serve them equitably, and keep their voices and experiences at the center of all that we do. In our schools, we challenge students academically, support their social and emotional well-being, affirm their identities, and empower them to thrive as learners and in life.

**PARTNERS**

**Students, families, and the Noble team are partners in this important work.** We show care and respect in our collaboration to deepen our understanding of each other and create solutions that enable each member of our community to participate and show up fully.

**RESPONSIBILITY**

**We believe deeply that every member of our community has the responsibility to embrace and uphold our diversity, equity, and inclusion value.** We understand that each person has different experiences and perspectives so we meet individuals where they are. This work is ongoing so we provide resources, tools, time, and space to support frequent self-reflection and enable continuous learning and growth. We recognize that at times we may be uncomfortable, but we sit in the messiness of this complex work, exhibit trust, hold ourselves and each other accountable, and exercise an abundance of patience, humility, and grace on this journey.

**OUR COMMITMENT**

**Our commitment to fostering a diverse, equitable, and inclusive organization unites us in our shared purpose of creating a culture that welcomes all and enables each person to bring their whole selves to our community, our schools, and our work.** This commitment is embedded in our



values and is critical to our mission.

**OUR DESIRED OUTCOMES**

We express our desired outcomes for our diversity, equity, and inclusion commitment so that we have a clear sense of what success will mean for our community...

**Our work to become a more diverse, equitable and inclusive organization is ongoing, but the Noble Network will begin to fulfill its vision when...**

- We reimagine a broader definition of success that is equitable for all students in experience, practice, and results
- Students, families, and the Noble team are all engaged and feel seen, heard, and supported for who they are
- Policies and practices allow students, the Noble team, and families to fully participate and bring their whole selves to the community
- Systems and structures are designed to harness and empower the many varied perspectives and experiences that exist within the network
- We operate as one community with one goal of ensuring Noble’s mission is true for every student
- There are clear measures of success and accountability for diversity, equity, and inclusion goals
- All decisions are considered through a lens of diversity, equity, and inclusion
- The staff at all levels of the organization reflect our students and communities

**OBJECTIVES**

**STAFF SUPPORT AND CAPACITY BUILDING**

- Deepen awareness and understanding of core DEI concepts
- Build capacity to apply DEI knowledge to classroom practice
- Strengthen ability of all staff to work productively across lines of difference

**STUDENT ENGAGEMENT, SUPPORT, AND CURRICULUM**

- Integrate student voice into Noble's ongoing DEI work
- Ensure curriculum content reflects diverse perspectives and experiences
- Deliver a consistent and equitable experience for all students

**FAMILY ENGAGEMENT**

- Engage the perspectives of families to inform ongoing DEI efforts and decision-making



- Provide all families with equal access to staff, programming, and communication

**POLICIES, PRACTICES, AND PROCEDURES**

- Ensure policies and procedures are equitable and inclusive
- Provide consistent opportunities for advancement and promotion
- Create and codify rituals and practices that create a more welcoming environment
- Build diverse pipelines for classroom and administrative roles
- Partner with local, values aligned suppliers

**ACCOUNTABILITY AND COMMUNICATION**

- Drive accountability and progress through resource allocation, goals, and tracking
- Establish transparent and consistent communication re: DEI goals and progress for students, staff, families, and other stakeholders