



Diversity, Equity & Inclusion at Brooklyn Lab

At Brooklyn Lab, diversity, equity, and inclusion is core to who we are. Our school community is diverse and vibrant and we continue to ensure that our educators and administrators reflect the students and the communities we serve. We know that diverse teams perform better, are more creative and innovative, and get better results. We are committed to having a nurturing school culture that embraces, values, and respects differences and welcomes varied perspectives and new ideas. We encourage an environment of curiosity and continuous learning and are committed to examining our practices and impact to ensure equitable outcomes for all.

Definitions: Aligning Our Understandings

Per the United States Chamber of Commerce:

- **Diversity** refers to people's "race, gender, religion, sexual orientation, ethnicity nationality, socioeconomic status, language, (dis)ability, age, religious commitment or political perspective."
- **Equity** promotes "justice, impartiality, and fairness within the procedure, processes, and distribution of resources by institutions or systems." It's important to note the distinction between equity and equality. Equality is the acknowledgment of the disparity in resources and opportunities individuals experience. On the other hand, equity allocates additional resources to ensure everyone can achieve the same outcome, regardless of their privilege and power differences.
- **Inclusion** ensures people of all diverse backgrounds are welcome and have a seat at the table. This includes giving all employees the power to weigh in on important decisions and participate in development opportunities.





Our Commitments

Brooklyn Lab's commitment to DEI involves creating a school community where everyone is welcome, supported, and has the resources they need to grow and thrive regardless of identity, origin, or difference in circumstances.

Staff Support & Capacity Building	Brooklyn Lab is committed to providing training that deepens the awareness and the understanding of core DEI concepts; building capacity to apply DEI knowledge to classroom practice and/or other areas of schooling and work; and creating a work culture/experience where members work productively with students and staff, embracing differences.
Authentic Student Engagement & Support	Brooklyn Lab is committed to creating experiences that align with high expectations and offer exposure to experiences that create meaning, are developmentally appropriate, and extend opportunities, support, and consideration for students' (voices, differences, and needs).
Culturally Relevant Curriculum & Pedagogy Integration	Brooklyn Lab is committed to recruiting and retaining leaders, teachers, and staff who are empathetic and caring; reflective about their beliefs about people from other cultures; are reflective about their own cultural frames of reference; and are knowledgeable about other cultures. Moreover, our classrooms and experiences will support student achievement in a manner that upholds their cultural identities and calls for students to develop critical perspectives that challenge societal inequalities.
Equitable & Inclusive Policies, Practices, & Procedures	Brooklyn Lab is committed to ensuring policies and procedures are equitable and inclusive, providing consistent opportunities for advancement and promotion to all; creating a welcoming environment to all; and building diverse pipelines for classroom and administrative roles and/or partnering with aligned suppliers.
Accountability & Communication	Brooklyn Lab is committed to being transparent and consistent with communication and feedback when systems and/or professionals (or other members/stakeholders) fail to serve or honor commitments and responsibilities.
Family Engagement	Brooklyn Lab is committed to ensuring all families are actively engaged for input and feedback as well as regularly considered and informed as key participants in the Brooklyn Lab educational experience.