



CHESS *for*
SUCCESS[®]

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Diversity Policy Statement

In order to accomplish our mission, we believe that we must be responsive to the needs of every youth in the community who is mentored, regardless of their race, ethnicity, religion, age, gender, sexual orientation, or ability level.

We will create and implement our program using our awareness of differences and treat all people with respect. Furthermore, we will create an organizational culture that values people of all backgrounds and that is based on our organizational values of respect, integrity, and honesty.

Our commitment to inclusiveness will be evident in our organizational policies and procedures as part of our strategic plan and within our organizational goals. We will strive to create and maintain an atmosphere where diversity is celebrated.

To put our commitment to inclusion into action, *Chess for Success* will:

- Proactively seek qualified persons who differ from one another for staff, board of directors, and volunteers
- Encourage staff to pursue professional development opportunities that teach best practices for an inclusive workforce
- Support our partners, volunteers, and affiliates in creating inclusive communities,
- Examine our current structures, policies, and practices for bias and systemic and institutional discrimination
- Develop policies and deliver services that create conditions for all people to reach their full potential.

Adopted 1/19/15

Helping children succeed, one move at a time.