



Diversity, Equity & Inclusion Report

2021





TABLE OF CONTENTS

01	Introduction
02	2021 In-Review
03	DEI Council
04	DEI Guiding Principles
05	Identity Demographics
06	Looking Forward

Introduction

EducationSuperHighway is committed to building an organization that seeks and embraces diversity, actively pursues equity, and fosters an environment of inclusion. This commitment originates from an unwavering belief that historic injustices impact our work as we understand it today and that varied perspectives, experiences, and identities enrich our organization and bring us closer to executing our mission. We value diversity in identity and also acknowledge the impact intersectionality has on the lived experiences of our staff and in the communities we work with.

We seek to become an anti-racist organization by discussing the systemic racism that manifests in society including, how decisions are made about policies and procedures, how power and information is shared, who is missing from the conversations, and how our actions impact individuals and communities.

2021 In-Review

In 2021, we began our effort to abide by these guiding principles in earnest and completed the following:

1. Established DEI Council & Charter
2. Defined overarching EducationSuperHighway Guiding Principles
3. Launched our first internal demographics survey
4. Completed an external equity audit
5. Established our objectives and roadmap

DEI Council

The DEI Council's mission is to ignite and cultivate diversity, equity, and inclusion initiatives that educate, inspire and foster an environment where everyone feels welcomed, respected, and valued. Made up of 15 team members representing all levels and areas in EducationSuperHighway, the DEI Council's responsibilities include:

- Identify DEI goals and focus areas
- Build DEI knowledge-base
- Execute DEI Initiatives
- Act as DEI Ambassadors

DEI Guiding Principles

The Guiding Principles provide a framework for our commitment to DEI and establish shared language across the organization for our commitment.

We recognize that in order to close the digital divide, we need the perspective of individuals who share the same racial and ethnic backgrounds as well as the socioeconomic status of those most deeply impacted. Our organization should be representative of the communities we work with, especially at the board, leadership, and manager levels.

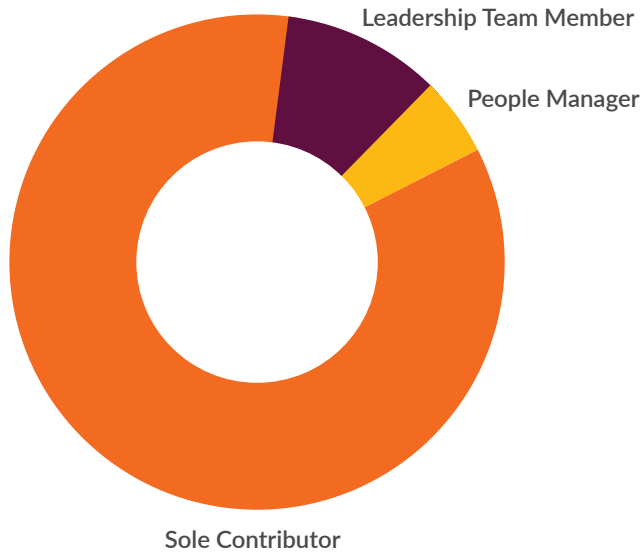
We aim to be an organization that engages the full participation of every member of our team, lacks discrimination or bias in assigning positive or negative consequences, and codifies fair practices, including policies, procedures, processes, and compensation.

Everyone on the team has a shared responsibility in our work, operates in ways that value the unique identities and experiences of each individual, engages in inclusionary practices, and feels a sense of belonging to EducationSuperHighway. The perspectives of a diverse group are represented in power structures and lead to informed decision-making, program design, and strategy.

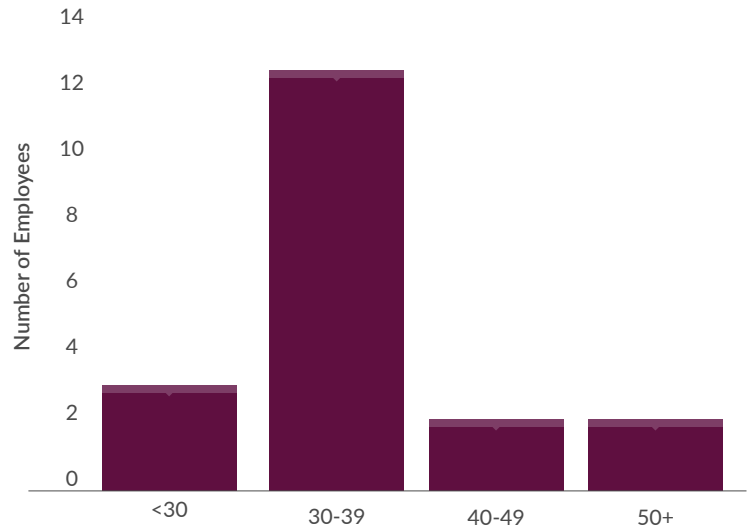
Identity Demographics

In 2021, we launched our first demographics survey to understand what identities are represented in our team. Data is self reported and some categories are not exclusive.

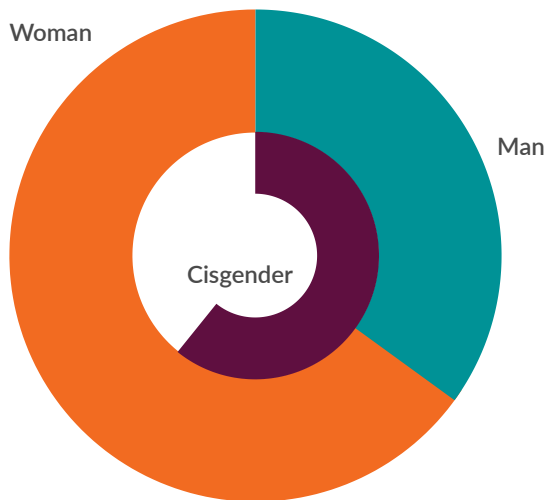
WHAT TYPE OF ROLE DO YOU HAVE AT EDUCATIONSUPERHIGHWAY



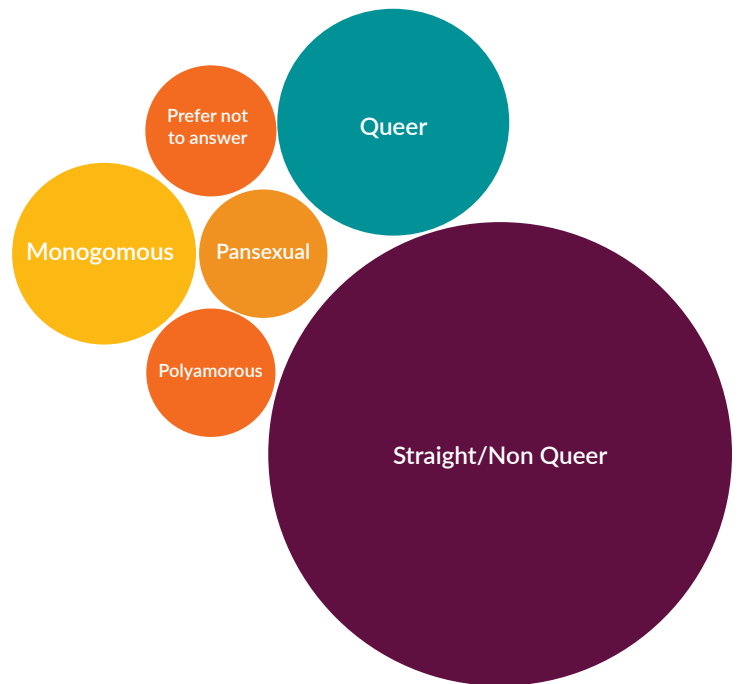
EMPLOYEE AGE BREAKDOWN



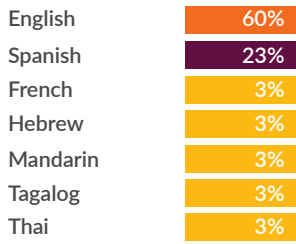
GENDER IDENTITY



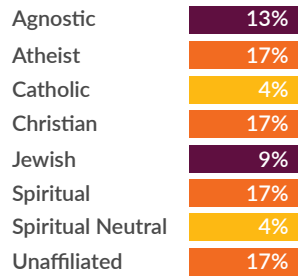
SEXUAL ORIENTATION



LANGUAGES SPOKEN



RELIGION



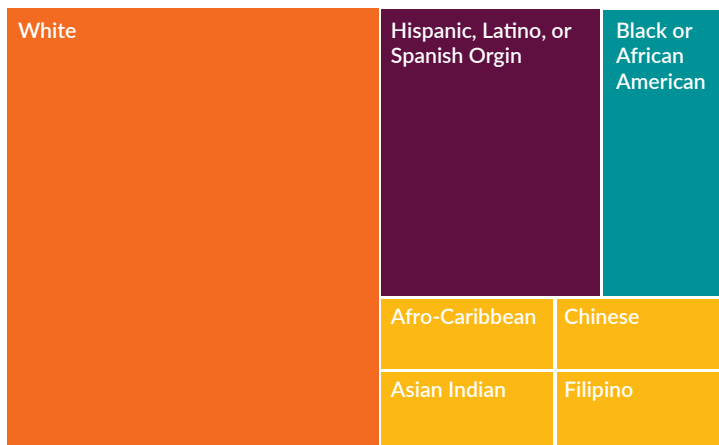
MILITARY



SEX AT BIRTH



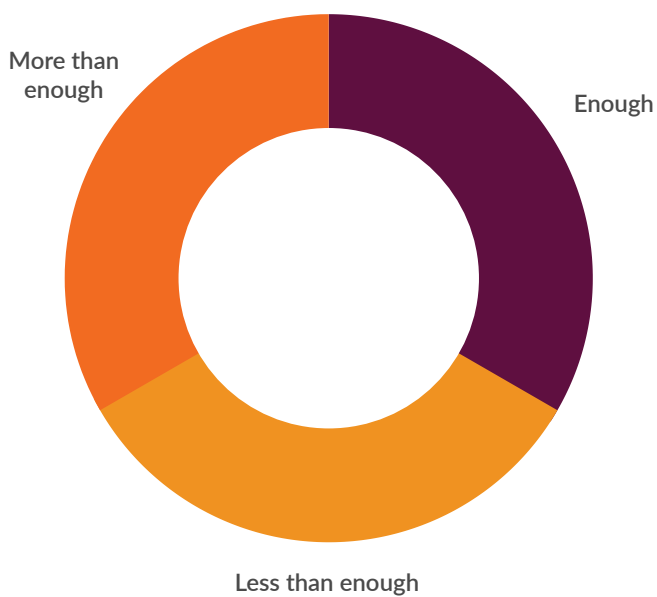
RACE/ETHNICITY



DISABILITY



CHILDHOOD SOCIOECONOMIC STATUS



Looking Forward

Our goals:

Engage employees in continuous DEI learning and development.

We need to establish a baseline for all EducationSuperHighway employees that provides an understanding of racial equity concepts that are deeply connected to our work but that individuals often struggle to articulate and apply – such as how systemic racism has created a racial wealth gap and how asset framing can support communities by focusing on their potential in the face of structural challenges.

Increase representation at all levels of EducationSuperHighway.

We acknowledge that implicit bias, representation and power can influence our program design, create gaps in our work, and limit our decision-making and learning. Our goal to increase representation at all levels of EducationSuperHighway includes a focus on recruitment and hiring, paying attention to salary and title equity, and intentionally diversifying our board.

Incorporate input from beneficiaries into program strategy and development.

We need to ensure that community members are part of the programs and solutions we develop. This looks like communicating purpose with those impacted, meeting people where they are and addressing barriers to partnerships, and acknowledging and mitigating power differentials in our work.

Institute policies and procedures that prioritize inclusion and equity.

We need to catalyze an environment that fosters inclusion and promotes an equitable and engaging experience for members of the team. By doing so, we foster a thriving community where everyone feels welcome, valued, and celebrated.



About EducationSuperHighway

EducationSuperHighway is a national non-profit with the mission to close the digital divide for the 18 million households that have access to the Internet but can't afford to connect. We focus on America's most unconnected communities, where more than 25% of people don't have Internet.

From 2012-2020 we led the effort that closed the classroom connectivity gap. In 2013, only 10% of students had access to digital learning in their classrooms. Today, thanks to an unprecedented bi-partisan effort by federal, state, and school district leaders, supported by K-12 advocacy organizations, the classroom connectivity gap is closed - 47 million students are connected, and 99.3% of America's schools have a high-speed broadband connection.

