



Reading Results Anti-Racism, Equity, Inclusion, & Accessibility Roadmap

Reading Results partners with schools to support students from systemically excluded communities in becoming successful readers. We believe that literacy is a basic human right, and we work to increase access and break down barriers through supporting students with an effective, individualized, culturally-responsive reading intervention program.

Reading by third grade is crucial to a child's educational development. Typically, during this benchmark year, students transition from "learning to read" to "reading to learn." Falling behind creates challenges that negatively impact a child's education and self-esteem for years to come. Reading Results is committed to helping struggling learners proceed on the path toward academic success and a brighter future.

The board and staff of Reading Results acknowledge that **literacy disparities are rooted in systemic inequities, not student deficits**. We are dedicated to closing the opportunity gap and accelerating early grade reading success for our students. As such, we strive to internalize the following definitions to guide our work:

Anti-racism: The active process of identifying, challenging, and dismantling racist policies, practices, and ideas. Anti-racism goes beyond being "not racist" by requiring intentional actions that create equitable learning environments for all students, particularly those from historically and currently marginalized racial groups. Anti-racism in education is an ongoing commitment to justice, requiring both individual and institutional transformation to create inclusive and affirming learning environments for all students.

Diversity: Intentional inclusion of voices from varied racial, ethnic, linguistic, socioeconomic, sexual orientation, ability, and cultural backgrounds to reflect the lived experiences of the students we serve. Diversity amongst our team brings a range of perspectives, strengths, and insights that enhance our ability to create culturally-responsive spaces, foster authentic community partnerships, and address systemic barriers to educational equity.

Equity: Recognizing that different students have different needs and making every effort to support those individual needs. Unlike equality, which assumes all students benefit from the same resources, equity addresses historical and systemic disparities that disproportionately impact marginalized communities, and ensures that all students receive the resources, support, and opportunities they need to succeed.