



Big Brothers Big Sisters of Rhode Island is dedicated to creating and supporting life-changing mentoring relationships for hundreds of children across Rhode Island. The tragic events taking place across America have awoken the world racial injustices faced by people of color. We have always known that racism is real. We hear this from the young people who we serve and adults who work with us and volunteer with us, many of whom represent communities that have been marginalized for decades. At BBBSRI, we renew our commitment to diversity, equity, and inclusion and to defending the potential of young people in Rhode Island. We stand firmly against prejudice, discrimination, and antagonism directed against a person or people on the basis of their membership of a particular racial or ethnic group.

For more than 50 years, BBBSRI has promoted the well-being and human rights of all of the young people previously, currently, and soon to be enrolled in our programming. We seek to bring people together, to value each person and see differences as strengths that make each of us unique.

BBBSRI stands committed to:

- Actively listening to the young people in our programs and elevating their voices in order to improve their educational, health and social-emotional outcomes.
- Continually developing culturally-relevant training and resources, informed by national experts, which are shared with our Bigs, families, staff and stakeholders; requiring that all BBBSRI mentors, employees and volunteers complete a series of Diversity, Equity and Inclusion trainings created by Big Brothers Big Sisters of America.
- Continuing to educate ourselves on the lived experiences of the communities we serve by taking a proactive approach, listening and responding with intention.
- Continuing to develop strategies and best-practices within BBBSRI that identify prejudice, discrimination, antagonism and oppression as it exists in our circle of influence and the ways in which we can actively work to dismantle it.
- Ensuring that our commitment to diversity, equity and inclusion is reflected in the culture of BBBSRI through our policies, programs and practices as we continue to learn about systematic injustice.

Our obligation is to the young people in our programs who deserve equal and fair treatment in life. From enrolling into BBBSRI and being paired with a caring adult mentor, to applying for scholarships within BBBSRI and externally, to their formal education, personal safety and security, and so much more. As an organization committed to defending the potential of youth we must, and will, remain committed to opposing racism and promoting racial tolerance.