

Antiracism & Equity at Rivet School

At its core, our mission is about opportunity.

We believe that a college degree provides a gateway to new opportunities and life-sustaining careers. As such, our mission is to increase long-term social and economic mobility for our students by clearing the path for them to earn a college degree.

Rivet School exists because our students – many of whom are Black and Latinx, and the first in their families to attend college – have been blocked from economic mobility by inequitable and racist institutions.

Rivet School is committed to countering the harmful impact of these institutions. We aspire to become an antiracist organization – both by fostering an inclusive team culture, and by creating internal practices and policies that further equity for our students and staff.



Our strategy

Since our first year of operation, Rivet School has worked to codify our organization's commitment to diversity, equity and inclusion (DEI), and more recently, antiracism. This work has led us to understand that DEI and antiracism are not separate from the work we do as an organization, but at the very core of Rivet School's mission. We refer to this body of work as "Antiracism & Equity" (A&E) to center the role that race has played in our students' educational journey, and to elevate our effort to build a more equitable college experience.

Rivet School applies an A&E lens to all areas of our work by methodically identifying what to prioritize, generating aligned ideas for action, and following through by building intentional systems, processes, and experiences for our team and students.

Examples of our A&E work so far include:

- ✓ **Removing the BA requirement** on our job descriptions, and supporting staff to earn a degree while working at Rivet School
- ✓ Integrating regular opportunities for teammates to **discuss A&E topics in our weekly team meetings** and quarterly team events
- ✓ Creating processes to engage funders, evaluate their alignment, and add metrics to our grant terms for **accountability to our A&E priorities**
- ✓ Setting **quantitative milestones** in the hiring process to maximize identity diversity
- ✓ Auditing our website and student-facing materials to ensure we use **asset-based language**



The team we've built

In 2022, Rivet School had the opportunity to participate in the [Promise54](#) DEI Accelerator, an innovative cohort-based experience that supports organizations to deepen their commitment to diversity, equity and inclusion. Now, we're now equipped with data-informed insights that paint a detailed picture of how our organizational values rooted in antiracism and equity are impacting the team and our program. Some of the highlights from our team-wide survey are below.

100% of team members at Rivet School agree wholeheartedly with these statements.

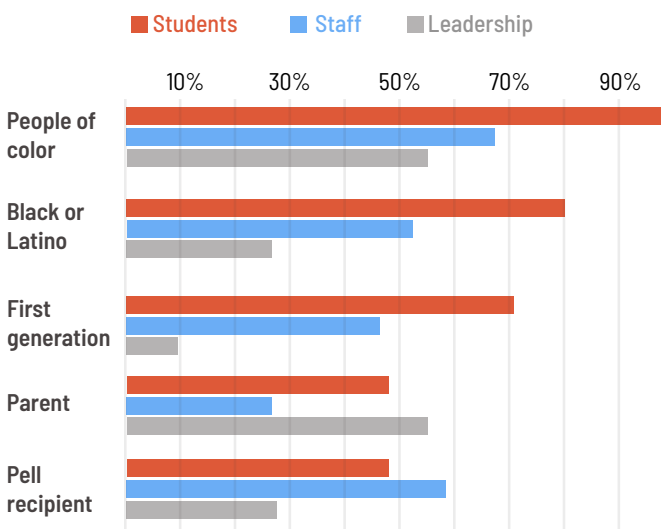
- ✓ Our organization has a DEI strategy
- ✓ Recruiting efforts yield a diverse group of new hires
- ✓ I can bring my "whole self" to work
- ✓ Management actions show that DEI is important

Rivet School's Net Promoter Score (NPS) is 81, considered "world class"

as an indication of very high satisfaction, and clearly stands out when compared to peer organization scores.

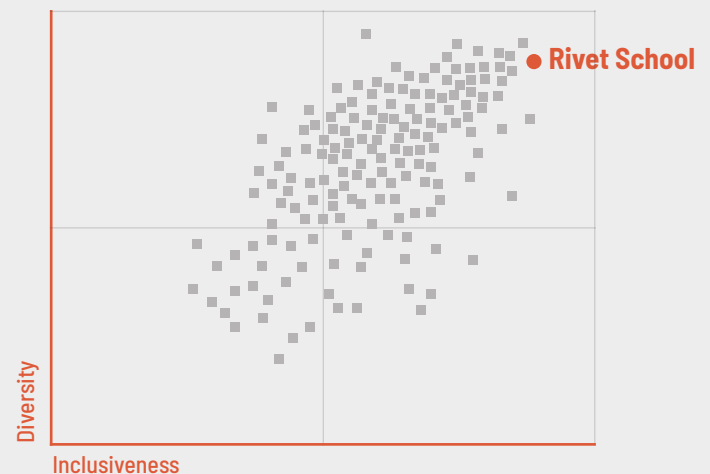


While our full team is highly proximate to our student population... our leadership does not yet reflect our student population.



Rivet School was in the top 1% of over 300 organizations surveyed.

Determined by survey items measuring diversity and inclusion at an organization.



Learn more

We see this work as integral to our success as an organization and want to learn and share with funders and organizations who prioritize racial equity. If you want to learn more about our A&E priorities and outcomes, reach out to our leadership to discuss.

