GTS Diversity, Equity, and Inclusion (DEI) Commitments

Building a Just, Inclusive, and Representative Organization

1.1 Our Commitment to DEI

At *Going to School (GTS),* we believe that **diversity, equity, and inclusion** are not standalone themes or aspirational values—they are **foundational, non-negotiable principles** that shape how we build teams, design programs, tell stories, and co-create with children, youth, and communities across India.

We recognize that systems of **caste, gender, class, ability, language, religion**, and **geographic marginalization** have historically shaped access to education, resources, and opportunity. As an organization that works in schools, in communities, and on-screen, we understand our power and responsibility in either reinforcing or challenging those systems.

Our DEI approach is grounded in **intersectionality**, **accountability**, and **action**, ensuring that inclusion is practiced not only in policy, but in daily behavior, institutional design, and long-term strategy.

1.2 Principles of DEI at GTS

- **Dignity for All:** Every person—child, adult, partner, or team member—deserves respect, care, and equitable opportunity, irrespective of their caste, class, gender identity, sexuality, religion, language, region, disability, or educational background.

- **Inclusion is Intentional:** We do not wait for people to fit in. We **proactively design spaces**, workflows, and content that center people who have been historically excluded or invisibilized.

- **Equity is Structural:** Equality is not enough. We recognize and **actively respond to systemic disadvantage** by redistributing resources, rebalancing power, and adapting timelines, tools, and expectations to suit different starting points.

- **Diversity is Dynamic:** We value the presence and contributions of people with **different lived experiences, perspectives, neurotypes, life stories, and worldviews**, not just for the sake of numbers, but to deepen impact and relevance.

- **Justice is Ongoing:** We acknowledge our own privileges and gaps, commit to listening, and understand that **transformational DEI work is never finished**—it evolves through feedback, confrontation, reflection, and courage.

1.3 DEI Commitments Across Our Work

Workforce & Leadership

- Develop inclusive job descriptions, outreach, and interview processes to recruit candidates from marginalized backgrounds.

- Prioritize gender equity and representation of historically excluded identities in leadership roles, board appointments, and decision-making forums.

- Provide targeted mentorship, sponsorship, and capacity-building opportunities for team members from underrepresented groups.

Organizational Culture

- Create a workplace culture where people feel **safe to speak, show up fully, and challenge exclusionary behavior** without fear of retaliation.

- Normalize conversations around caste, gender, disability, class, and privilege through **internal reflection circles**, **anti-bias training**, and **peer accountability processes**.

Accessibility

- Design physical workspaces, workshops, and field tools to be **universally accessible**, following the principles of **universal design and the RPWD Act**.

- Ensure communication tools (documents, videos, content) are accessible for people with visual, auditory, cognitive, or mobility impairments.

- Provide **reasonable accommodations** to team members, children, or partners with disabilities—without requiring disclosure or justification.

Programs & Research

- Use **caste-conscious, trauma-informed, and inclusive research methods** that do not replicate institutional biases.

- Co-create programs with **disabled youth, Dalit, Adivasi, trans, queer, and first-generation learners** as designers, not just as beneficiaries.

- Design program timelines, outputs, and measures that account for **local context, power imbalance, and digital access gaps**.

Media & Storytelling

- Create and promote stories that reflect the **plurality of real-life India**—not only through representation, but in who tells the story and how.

- Avoid tokenism, savior narratives, or framing communities through pity, shock, or rescue lenses.

- Invest in creative partnerships with artists, storytellers, and youth from **marginalized, non-urban, or non-English-speaking communities**.

1.4 Implementation & Monitoring

We recognize that DEI work must be **measurable, reviewed, and accountable** to the people it claims to center.

Internal Mechanisms

- **Quarterly DEI reviews** by team leads, with progress indicators aligned to each department.

- **Anonymous DEI audit tools** shared with employees, interns, volunteers, and partners.

- Integration of DEI metrics into **performance evaluations**, **program reviews**, and **annual reports**.

Representation Data

- Track representation across hiring, promotions, project leadership, and media presence.

- Use disaggregated data (by caste, gender, disability, language, etc.) to **diagnose gaps and adjust strategy**.

Learning & Capacity Building

- Conduct **mandatory DEI training** during induction and annual workshops with an external facilitator.

- Develop **community-led learning modules** around anti-caste practice, inclusive facilitation, and unconscious bias.

- Document DEI learning and unlearning as part of our organizational knowledge base.

Oversight & Accountability

- DEI is overseen by a **rotating team-led committee** and reviewed at the **board level**.

- Mistakes are addressed not with silence but with **acknowledgement, restitution, and revision**.

- We commit to co-creating DEI solutions **with affected stakeholders**—never imposing them top-down.