



Justice, Equity, Diversity, and Inclusion Statement

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ABOUT THE STATEMENT

Promise Venture Studio's mission is to catalyze innovation and impact in the early childhood ecosystem by attracting, supporting, and connecting social entrepreneurs, ecosystem stakeholders, and capital to drive outcomes for families who have been most impacted by systemic racism and oppression.

Our ultimate goal is to achieve scaled impact for children from birth to five and their caregivers in order to fulfill our vision: a world where all children, no matter their background, can fulfill their innate promise. We recognize that fulfilling our mission and vision is not possible without considering the root causes of the inequities and unjust disparities we see in early childhood development (ECD), which are structural racism and systemic oppression.

To that end, we are committed to making our commitments and actions transparent in our JEDI statement.

*Promise Venture Studio believes that having a shared language and understanding of key terms is an important part of our JEDI work. To that end, we lean on the definitions utilized by the [Center for the Study of Social Policy \(CSSP\)](#).

Please reach out to team@promisestudio.org with any comments or questions.

JEDI Statement

JEDI, which stands for Justice, Equity, Diversity, Inclusion, embodies our work. We start with Justice as the anchor. Equity, diversity and inclusion are key levers driving the work forward. Supporting all children to fulfill their innate promise starts with naming systemic racism and oppression as the root causes of the inequitable outcomes for children, especially those from marginalized communities.

We have a moral imperative to work towards dismantling these structures. Although not explicitly present in our JEDI acronym, anti-racism and liberation are also embedded in this work. This includes acknowledging the field's historical exploitation of women of color, particularly Black women during and after slavery, and the current devaluing of and underinvestment in the Black and Brown women who primarily comprise our essential early childhood workforce. We also draw attention to the inequities we see in birthing outcomes for birthing people of color and their babies. We recognize the broader systemic structures present in inequitable housing, banking, wealth distribution, immigration policies, discipline practices, policing and so much more, all of which negatively impact a child's ability to fulfill their innate promise.

It is also not enough to solely focus on dismantling oppressive structures. We believe that we must also use the positional power we possess to build equitable structures that will enable all children and their families to thrive. This means centering the voices of BIPOC communities and those with lived experiences in our work and amplifying the innovation, impact, and success of BIPOC leaders in the early childhood field. We proactively build programs, a team, a venture community, and an innovation ecosystem that are anti-racist and anti-bias.

To that end, we at Promise make the following commitments in order to transform these words into action:

1. We will continuously invest in our individual, personal learning journeys in order to acknowledge and identify our own biases, privilege and investment in white supremacy culture.
2. We will anchor our efforts to dismantle oppressive structures through the lens of an anti-racist intersectional frame, which allows us to deepen our analysis of how other intersecting identities such as gender, ability and language are intertwined with racial identity and race-based oppression.
3. We commit to prioritizing our resources--our time, connections, influence--towards BIPOC social entrepreneurs and those who have lived experience in the communities they are serving.
4. We will promote JEDI principles in our core values and as the foundation of our organization throughout all the layers of our work--self, team, strategy and the broader ecosystem-- rather than position it as a stand-alone initiative.

We are on a journey in our understanding and embodiment of justice, equity, diversity, and inclusion (JEDI). This statement is a living document and reflects our current thinking. With humility, we also value the wisdom of our partners and Promise community members who share our vision of an anti-racist, liberatory early childhood ecosystem, and we invite them to continue to help us advance our thinking. We know this statement and our broader JEDI work will evolve as our collective understanding and commitment to centering JEDI transforms our work and culture over time. We will update this statement periodically to reflect our evolution on this journey.