

**we create tech**  
**DIVERSITY, EQUITY & INCLUSION POLICY**

Updated Date: March 2026

*Approved by: Shana Sanders, Founder & CEO*

## 1. Our Commitment

We Create Tech (WCT) was founded on the belief that technology is for everyone. Our mission to make technology accessible to underrepresented youth is inseparable from our commitment to diversity, equity, and inclusion. DEI is not an add-on to our work. It is the foundation.

We are committed to building an organization, programs, and community where every person is valued, respected, and empowered to contribute and thrive regardless of race, ethnicity, gender, gender identity, sexual orientation, age, disability, religion, national origin, socioeconomic status, or any other identity.

## 2. Core DEI Values

### Diversity

We actively seek to reflect the communities we serve. Our programs center Black and brown youth, first-generation learners, students from Title I communities, youth with disabilities, and young people who have been historically excluded from technology and sport. We value the richness that different backgrounds, perspectives, and experiences bring to our work.

### Equity

We recognize that equal access is not enough. WCT designs programs that address systemic barriers by providing free programming, removing prerequisites, meeting students in their communities, and adapting our approach to the needs of each participant. We invest in the students and communities that have received the least.

### Inclusion

We create environments where every participant feels welcome, seen, and heard. Our culturally responsive pedagogy meets students where they are. Our programs are designed to be beginner-friendly, judgment-free, and affirming of the identities, cultures, and experiences our students bring into the room.

## 3. Organizational Practices

### 3.1 Leadership & Governance

- WCT is led by a Black woman founder who is a first-generation college graduate, reflecting the communities we serve
- We seek board members, advisors, and staff who bring diverse perspectives and lived experiences
- DEI considerations are integrated into organizational decision-making, strategic planning, and program design

### 3.2 Hiring & Team Building

- WCT is committed to equitable hiring practices that prioritize skills, potential, and cultural alignment over traditional credentials
- We recruit facilitators, mentors, and volunteers who reflect the diversity of the communities we serve
- Compensation practices are transparent and equitable across roles

### 3.3 Program Design & Delivery

- All WCT programs are free or sponsored, removing financial barriers to participation
- Curriculum is culturally responsive, incorporating references, examples, and projects that reflect the identities and interests of our students
- Programming is offered in schools, community centers, and partner sites in underserved neighborhoods to reduce transportation and access barriers
- CreativX Sport specifically centers youth with disabilities as co-designers, not just recipients, ensuring meaningful participation and agency
- WCT adapts program delivery to accommodate different learning styles, abilities, and language needs

### **3.4 Partnerships**

- WCT partners with organizations that share our commitment to equity and inclusion, including Georgia Tech CEISMC, Best Buy Teen Tech Centers, Atlanta Adaptive Soccer Foundation, and others
- We prioritize partnerships that expand access for communities that are underserved and underrepresented in STEAM and sport
- Partner organizations are expected to uphold inclusive values in their collaboration with WCT

## **4. Anti-Discrimination & Anti-Harassment**

WCT does not tolerate discrimination or harassment of any kind. This applies to all staff, volunteers, partners, and participants. Any individual who experiences or witnesses discrimination or harassment within a WCT program or activity is encouraged to report it to the WCT Safeguarding Lead (see WCT Safeguarding Policy for reporting procedures).

WCT will investigate all reports promptly and take appropriate corrective action. Retaliation against anyone who reports discrimination or harassment in good faith is strictly prohibited.

## **5. Accessibility & Accommodation**

- WCT is committed to making all programs and events accessible to participants with disabilities
- Reasonable accommodations will be provided upon request, including but not limited to assistive technology, sign language interpretation, accessible venues, and adapted materials
- Program registration and intake forms include the opportunity for participants (or their families) to communicate accessibility needs
- WCT will work with partner organizations to ensure shared programming meets accessibility standards

## **6. Continuous Improvement**

- WCT will review this DEI policy annually and update it as our organization grows and learns
- We will collect demographic data from program participants (with consent) to assess whether our programs are reaching the communities we intend to serve
- Staff and volunteers will receive ongoing training on inclusive practices, cultural competency, and disability awareness
- WCT welcomes feedback from participants, families, staff, and partners on how we can better live our DEI values

## 7. Acknowledgment

This policy reflects WCT's organizational values and is integrated into all aspects of our work. All staff, volunteers, and partners are expected to uphold these commitments.

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Printed Name

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Signature / Date