

At Ada we are committed to embedding our anti-racist beliefs into every segment of our strategy. Below you will find our current and planned actions for 2020-21 to ensure we are making progress towards our goal of getting economic power into the hands of historically marginalized people. We are also a learning organization, and as such this is a living document that will evolve as we continue to learn and grow. We are committed to full transparency as we do this work, and actively welcome input and feedback in that vein.

OUTREACH & ADMISSIONS

- We are currently partnering with organizations like [Year Up](#), [Seattle Education Access](#), and [Urban League of Metropolitan Seattle](#) to increase awareness of our program to marginalized communities and are actively seeking opportunities to build more relationships within Black communities.
- This past March, in advance of the Cohort 14 application cycle, we held our first Pre-Ada workshops covering Ruby and HTML/CSS basics. Our aim is to address recurring technical gaps seen from underrepresented applicants in our previous admissions cycles.
- We will use feedback and learnings from the Pre-Ada workshops to roll out a more robust, Pre-Ada course for the Cohort 15 admissions cycle.
- We recently kicked off an Admissions Taskforce with the Ada Board to identify areas of improvement and opportunities to reduce and eliminate bias.

STUDENTS & INTERNS

- Working with external trainers to expand our social justice curriculum to include a robust one week orientation for Cohort 14.
- As Ada expands we are dedicated to having black folx represented on the instructional team. The next member of the instructional team will be from the black community.
- Providing a community-based, collaborative learning model - we are different from the traditional education system.
- Re-establishing what anti-racist collaborative learning at Ada means, from individual work, to team-based learning
- Providing 1:1 support from instructors, mentors, volunteers
- Providing self-advocacy and allyship training for interns ahead of going into internship.



- Making substantial changes to the curriculum's learning goals, content, and scheduling that will be rolled out over Cohorts 14 and 15. This curriculum has social justice as a key component and learning goal. Our social justice learning goal will be met with intentional programming and scheduling throughout the entire program.
- Training instructors to work on, review, and continuously improve on our curriculum, teaching practices, and language as anti-racist.
- Building out a program to provide free therapy for all incoming black students. Black Adies in Cohorts 12 and 13 are already receiving this service.
- Prioritizing care of marginalized and vulnerable students first and foremost, including unlimited academic support with tutors, identity-aligned mentorship, and individualized learning plans.

ALUM

- Planning to provide resources, including funds and meeting space for affinity groups to connect with each other.
- Proactively creating programming to connect new Black students with other Black Adies (including alums) when they first join the program.

STAFF

- Hosting quarterly social justice training for staff
- Running a staff book club focused on continually improving our anti-racist & social justice learning
- Training staff on how to work on, write with, and engage in anti-racist work
- Increasing Black representation across our staff team

BOARD

- Hosting quarterly board training on social justice
- Ensuring we have representation on our board that reflects our target demographic, and specifically that represents our Black community



CORPORATE PARTNERS

- Continuing to host on-boarding Inclusion Summit
- Providing anti-racist resources in an ongoing way, including adding them to the Company Partner Welcome Guide and including them in biweekly updates
- Offering resources and contacts for anti-racism trainings and making connections to facilitators
- Partnering with community educators to build a more robust social justice/anti-racist/anti white supremacy curriculum for company partners.

DEVELOPMENT & COMMUNICATIONS

- Letting the world know that Ada is a program for intersectional diversity, focused on those who are the most marginalized.
- Allowing our donors to give directly to racial justice programs and strategies within Ada, so they can proactively participate in our effort to be more supportive of students of color.
- Creating a network of organizations we can reach out to and collaborate with; creating more opportunities for involvement in communities of color.
- Communicating to our community at large ways in which we are engaging and outreaching to students internally.