



To provide support for middle school youth through academic coaching, mentoring, and nourishment, as a means to assist them in adolescence.

Equity Policy

The After School Activities Program (ASAP) is a non-profit organization that believes in the success of our youth. We believe this can only be accomplished with equity. Educational equity and inclusion is achieved when each adult collaborates and affirms every student by creating a respectful learning environment inclusive of their race, ethnicity, culture, language, religion (creed), gender, gender expression, age, mobility, national origin (ancestry), disability, socio-economic status, and sexual orientation; and that every student, staff, family, and community member that interacts with ASAP has access to opportunities to thrive to their fullest potential.

ASAP will use the following priorities for operational improvement to increase equity, inclusion, raise expectations, strengthen relationships and partnerships, and focus on resources:

1. Improve academic achievement and ensure high levels of school performance for students attending ASAP by having the staff hold each student accountable for their work and ensure they have equitable access to additional education if desired.
2. Create a positive, safe, and respectful environment for student learning. We can achieve this through consistency, training and development. In addition, we will ensure our staff/volunteers have the skills and tools to break down the barriers of inequity.
3. Improve parent, student, and community partnership by empowering each to be a strong and valuable part in decisions that impact their program.

The board authorizes the Program Director to develop and implement an operational plan which includes developing and implementing an equity policy and an equity and inclusion plan. The equity and inclusion plan will include measurable strategies monitored by the Program Director.