

Our Commitment to Anti-Racism

At Global Learning, we unequivocally stand against all forms of racism and are committed to upholding a culture of inclusion, equity, and respect, where racism in all its forms is actively challenged and dissolved. We recognize that discrimination, whether overt, covert, interpersonal or systemic, has a deeply harmful impact on many individuals and communities, as well as their belonging in the broader historical, social, legislative, and political landscape. In alignment with our value propositions and our privileged role in the DEIB space, we commit to taking proactive actions to confront, dismantle, and prevent all forms of discrimination within our organization and beyond.

Legacies of systemic racism and discriminatory policies have created deep-seated inequities that persist in various aspects of society, from education and employment to housing and healthcare. Consequently, anti-racism and discrimination work involves difficult conversations that often challenge white and Western-centric beliefs, confront uncomfortable truths, and address the ingrained biases that remain within many people and organizations. However, though challenging, these conversations are essential because they bring to light the many ways racism manifests in our everyday actions, interactions, and decisions.

As a DEIB consulting firm, we recognize our privilege and the responsibility that comes with engaging in work to actively disrupt systems of oppression. We understand that our role goes beyond consultation; it involves leading by example, holding ourselves accountable, and continually self-reflecting on and challenging our own ideologies. This means not only advocating for racial equity and inclusion in our collaborations with others but also reflecting these values in our internal practices and culture. Led by the appropriate knowledge, cultural humility, and understanding it takes to create psychologically safe, informed, and comfortable spaces for anyone we have the privilege to interact with.

We commit to using our influence to always amplify marginalized voices, confront injustices, drive meaningful, sustainable change and hold the same expectations for all employees, partners, clients, and vendors.