

HMT Commitment to Inclusion – 2026

Advancing inclusion and equal opportunity within our organization and in our work with students is critical to accomplishing our mission. To effectively support students and maximize Heart Math Tutoring’s impact, we must have an inclusive workplace where people of all backgrounds are welcomed, celebrated, and cherished; and an ongoing, strong commitment to understanding and addressing the needs of our students, their families, our team members, and our community.

We are focused on three efforts:

- Building an inclusive culture within Heart Math Tutoring
- Our responsibility to share context with the community on disparities in education
- Honoring and supporting the “whole child,” ensuring students receive culturally proficient support and experience empathy, compassion, and empowerment while in our program

Our team is engaged in proactive work - structured and organic - to become a team that appropriately balances work/tasks and relationships and leans more heavily on our *growth-mindset* core value that is meant to support a learning culture. Adaptations and program innovation required during the pandemic presented a great opportunity to shift to a fail-forward, learning, risk-taking culture, and we anticipate continued innovation ahead. We hope successful learning leads to another core value at HMT, *precision*, but we won’t mistake precision for perfection.

For the students that we serve, our desire is that students are seen, valued, cared for and respected as their full selves during tutoring in a culturally responsive environment facilitated by our volunteers and staff. The Tutor Code of Conduct now outlines this vision with more specificity, and tutor orientation was expanded from one to two hours in 2021 in part for time for training on relationship-building and providing culturally competent support. We encourage tutors and staff to practice self-awareness, listen and learn from our students, and express unconditional belief in our students’ potential. We aspire to operate with an asset-based approach, focusing on students’ strengths and potential rather than needs and gaps. We are also committed to bringing externally-sourced training resources to our staff regularly and reviewing/updating this statement as a staff at least annually.

Ultimately, we aspire to see our students consistently understood, celebrated, and empowered in the program and to see talented people of all backgrounds thrive as leaders at Heart Math Tutoring.