



Our commitment to diversity

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At the News Literacy Project, we deeply value diversity in the workplace and strongly believe that a diverse team enriches our organization and strengthens our ability to realize our mission. From the day of our founding, we have been firmly and proudly committed to hiring team members — and engaging partners and volunteers — from all walks of life. We know that a diverse team makes NLP stronger, more innovative, more engaging and more impactful. We expect that all staff members will embrace this approach in their work and their interactions with other staff members.

Today, the definition of a diverse workplace has greatly expanded to include not just gender and race, but also socioeconomic background, religious and political beliefs, age, sexual orientation, gender identity, disability, military service, ethnicity and geography. We are proud that our team members in 2020 live in nine states and the District of Columbia, and that 40% represent groups that are defined as “diverse.”

In our recruiting, we intentionally reach out to representative associations to expand the reach of our searches, in addition to tapping the professional networks of our staff, our board of directors and our advisory committees. Hiring managers are required to proactively cultivate a diverse pool of candidates; in an effort to eliminate any unconscious or conscious bias, our evaluation processes go well beyond the letter of “equal opportunity employment,” including “blind” skills testing.

We believe that an organization’s commitment to diversity is measured not only by the makeup of its team and recruiting processes, but also by the opportunities it offers for professional growth and advancement. That’s why we invest in professional development for all staff as a key employee benefit and, through our annual performance review, map growth and career paths for every team member, including the CEO, regardless of their role within the organization.

As our team grows, ensuring that we maintain our record of hiring diverse staff and continuously building a culture of inclusion remains of paramount importance. We encourage all staff members to offer their ideas on strengthening these efforts.

It’s by working together that we reaffirm that diversity is a core value of the News Literacy Project.

