



# Commitment to Diversity, Equity and Inclusion

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**Diversity** is the representation of a wide range of identities, life experiences and perspectives.

At NLP, we strive for diversity within our organization because a diverse team better reflects the country and world we live in and strengthens our work by bringing to bear more perspectives and experiences on the questions and issues we face as an organization. We aim to emphasize individuals and groups that are, or historically have been, marginalized, ignored or otherwise devalued by the dominant culture.

**Equity** is the presence of impartial treatment and fair access to opportunities for participation and success in a manner that is intentionally attentive and responsive to disparities — current and historical, individual and systemic — in power and other resources.

At NLP, we see equity as a moving target, not an end goal. As such, we are committed to continually asking critical questions about the structures and systems within and outside our organization so that we can recognize and address barriers and strive toward a more equitable workplace and world.

**Inclusion** is the proactive, ongoing cultivation of a community in which all people are recognized as equally valuable members and find a sense of belonging. This cultivation requires an emphasis on individuals and groups that are, or historically have been, excluded from social spaces or participation — intentionally, incidentally or unknowingly.

NLP aims to be an inclusive organization so that all team members can participate, grow, thrive, and feel supported in our professional community.

