



Diversity Statement

Approved by the Board on September 24, 2021

The Nonprofit Leadership Center (NLC) is fully committed to leading by example in advancing diversity, equity and inclusion (DEI) principles in the nonprofit sector. We are taking intentional steps, guided by these convictions:

1. We believe nonprofit leaders should reflect the communities they serve and that DEI practices make meaningful representation possible.
2. We believe knowledge and talent are foundational to developing a mindset that infuses DEI principles in an organization's culture.
3. We believe NLC is well-positioned to partner with and support nonprofits in their DEI efforts.

As a reflection of our commitment to foundational and evolving DEI practices, NLC will:

- Make DEI part of its DNA.
- Be a champion to advance diverse leadership and encourage the nonprofit community to do the same for more effective representation of the communities they serve.
- Be an advocate for embracing uniqueness with the expectation of fair and equitable treatment while ensuring a sense of value and belonging for all.

- Be aware of both the internal resources NLC can harness and the spaces where it will need to bring in external knowledge and expertise.
- Commit to a plan of continuous learning to advance its understanding and the manifestation of the principles of DEI.
- Using data, include feedback from sources such as NLC students, the community, and stakeholders to inform its course of action annually.