

It's easy to say that **diversity, equity, inclusion and belonging** are important to an organization. But what do these words really mean, and how do they play out in the workplace? For NFP, all four are essential to changing systems and changing cultures.

DIVERSITY

Diversity is about the numbers, differences and representation – hiring more people with various backgrounds (including race, ethnicity, gender and gender identity, military status, sexual identity, and capability), expanding our client base, focusing on emerging and underrepresented markets.

EQUITY

Equity is about treating each person fairly and impartially. It involves ensuring all have equal opportunity to grow and progress within an organization, and actively correcting policies and procedures that create and/or perpetuate inequities.



INCLUSION

Inclusion means valuing and celebrating differences, understanding that we will be a better workforce and service provider because of our differences.

BELONGING

Belonging is creating an environment where all employees and stakeholders are empowered to be their authentic selves, use their voice and have a seat at the table to drive growth and progress.

For more information on how NFP is advancing DEIB for employees and clients, contact Pamela Wheeler, Chief Diversity and Inclusion Officer, at pamela.wheeler@nfp.com.