

NWC Policy on Diversity, Equity and Inclusion

The National Whistleblower Center (NWC) is committed to incorporating the values of diversity, equity, and inclusion in its governance and operations. This means proactively engaging, understanding, and drawing on a variety of perspectives. We believe every person's voice adds value, and we strive to create balance in the face of power differences. We recognize that no one person can or should be called upon to represent an entire community.

Incorporating these values advances the organization's mission of seeking a more just society and helps drive innovation and organizational growth.

We understand each of these terms to mean the following:

- Diversity is the representation of all our varied identities and differences (race, ethnicity, gender, disability, sexual orientation, gender identity, national origin, tribe, caste, socio-economic status, thinking and communication styles, etc.), collectively and as individuals.
- Equity means seeking to ensure fair treatment, equality of opportunity, and fairness in access to information and resources for all. This is made possible in an environment built on respect and dignity.
- Inclusion means actively inviting the contribution and participation of all people. This includes expanding opportunities for participation by people who live with disabilities.



John Kostyack
Executive Director

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