

Diversity, Equity, and Inclusion

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We Invite You into our Story

At Open Book, every one of us contributes to our story as a company. The individual differences, backgrounds, experiences, and talents of the members of our team add beautiful and important dimension to our story. We believe diversity on our team also positions us to better serve our clients. We desire to cultivate a diverse environment that is inclusive of race, color, religion, gender, gender identifier expressions, sexual orientation or identification, national origin, genetics, disability, and age.

Open Book is Committed to Supporting Diversity, Equity, and Inclusion

In our team:

- We welcome each other's perspectives, opinions, and beliefs. We seek to learn from, understand, and value each other's differences every day.
- We foster a culture of open communication, learning, and respect. We value dialoguing about ideas, current events, and topics that matter to us individually.
- Open positions are posted on a variety of public job boards within the larger corporate community, nonprofit sector, creative industry, and through local universities to give visibility to a wide range of potential applicants.
- We invite any and all qualified candidates to apply for open positions.

In our work:

- We carefully vet clients to ensure that they align with our mission to support companies and organizations that are not driven by product, profit, or program, but by a larger mission to make our world a better place for everyone.
- We are intentional about diverse representation in the people shown in our work (in photography, video, etc.).
- We invite feedback, input, and perspective from individuals unlike ourselves or our clients. We welcome all voices and aim to be creators of work that demonstrates a respect for all people and viewpoints.

In our leadership:

- We are a woman-owned small business. Our founder and CEO is actively involved in learning from and supporting other businesswomen and small business owners through participation in various organizations and networking relationships.
- We are accountable to a board of directors that holds us to a high standard in our business practices and treatment of employees.
- Our leadership team is committed to learning and growing in both cultural competency and understanding of issues of equality and inclusion that are outside our personal story.

In our community:

- Open Book donates 10% of annual revenue to non-profit organizations meeting community needs and creating positive change in the world.
- The Open Book Employee Generosity Program seeks to partner with our staff in supporting causes that matter to them. As part of this program, Open Book donates \$250 annually on behalf of each employee to a non-profit organization of their choosing. Also, Open Book matches up to \$1,000 annually of employee donations to a non-profit organization.
- Full-time employees are given one paid Volunteer Day (8 hours) to volunteer during a workday each calendar year.
- Open Book commits to participating in at least one full day of volunteering as a team each year.
- We make our office space available to organizations and local small businesses who need space for special gatherings or meetings.

