

# Diversity and Inclusion

Source: World Learning Inc. Human Resources Policy Manual

World Learning is dedicated to promoting intercultural understanding, social justice, and world peace. As a reflection of this mission, World Learning strives to create a working and learning environment that comprises people of many different backgrounds and that maximizes the potential of each person. Beyond the mere tolerance of difference, the organization places great value on diversity and inclusion. World Learning develops and refines initiatives on an ongoing basis to encourage and support individuals as they explore, understand, and utilize the many facets of diversity and interconnectedness. It is our expectation that members of the World Learning community will be enriched by diversity and will in turn make a positive impact on individuals and communities throughout the world.

Diversity can refer to the range of human perspectives, backgrounds, and experiences as reflected in characteristics such as age, class, ethnic origin, gender, nationality, physical and learning ability, race, religion, sexual orientation, gender identity or expression, and veteran status. Other dimensions of diversity include, but are not limited to, education, marital status, employment, and geographical background, as well as cultural values, beliefs, and practices. Through appreciating and utilizing diversity, we come to understand our common humanity and interconnectedness. As a result, we celebrate the human experience in both its unity and diversity.

World Learning is dedicated to ensuring that the organization and its divisions utilize difference as a source of strength; increasing diversity among the workforce and participants; reflecting diversity in their ideas, policies, programs, projects, and curricula; providing an inclusive environment; and basing interaction upon mutual understanding.

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**World Learning**

1 Kipling Road, PO Box 676  
Brattleboro, VT 05302-0676 USA  
P: 202.408.5420  
F: 202.408.5397

1015 15th Street NW, 9th Floor  
Washington, DC 20005  
P: 202.408.5420  
F: 202.408.5397

[info@worldlearning.org](mailto:info@worldlearning.org)  
[worldlearning.org](http://worldlearning.org)