

## **The Aspen Institute Diversity Statement May, 2016**

As a nonpartisan forum for values-based leadership and the exchange of ideas, the Aspen Institute is dedicated to operating in a manner that welcomes and supports diversity and inclusion in all its forms. Diversity and inclusion involves recognizing and equally valuing the agency and perspectives of all people regardless of race, ethnicity, ability, class, religion, age, gender identity, or sexual orientation, or any other differentiating characteristic. By fostering a community of diverse voices, talents, and backgrounds, we are better able to enact meaningful change on the global stage and ensure that the opportunity for social and political impact is available to all.

To uphold these values, the Institute's Board of Trustees, management, and staff work to promote pluralism and inclusion within the organization and its constituencies. Each person involved with the Institute's mission has the opportunity to make an impact—regardless of gender, race, age, socioeconomic status, physical ability, or any other dimension of variation. In hiring, we seek out new and unique voices, and uphold a workplace environment of inclusivity. We recognize that in the analysis of issues and creation of solutions, it is vital to gain insight from the diverse array of perspectives of our stakeholders including staff, partners, and participants.

The value of diversity and inclusion is especially important in the work of our programs throughout the nation and world. Many of the Institute's policy programs, seminars, and fellowships address these issues of diversity, equity and inclusion through the work they do and by engaging community relationships. Aspen programs allocate and leverage resources, including scholarships and continued engagement with underrepresented communities, to ensure broader representation and participation in our programming. We strongly believe these practices will lead to innovative solutions, new ideas, and more successful outcomes.

We are all responsible for fostering a society of open opportunity, where each person is aided by his or her capabilities and potential, and no one is disadvantaged by belonging to any particular group. At the Aspen Institute, we value the diverse perspectives of our employees, friends, participants, and the communities in which we work, and commit to doing what is necessary to ensure that diversity is a core value that underlies the fulfillment of our mission.

Walter Isaacson

President and CEO