

Diversity, Equity and Inclusion are core values of the DesignLights Consortium

The DLC is committed to a policy of non-discrimination and equal opportunity for all employees and qualified applicants without regard to race, color, religious creed, sex, age, ancestry, national origin, gender identity, sexual orientation, military status, or physical or mental disability. We apply this policy to assure non-discriminatory practices in recruiting, hiring, training, promotion, compensation, benefits, and all other activities.

The same policy of non-discrimination and equal opportunity also applies to the selection of Board members, the delivery of services in the industry, and to the administration of all programs and activities.

As advocates for energy efficiency, the DLC's commitment to diversity, equity and inclusion begins within our own workforce, and extends to our service to our stakeholders, based on a set of core principles:

- Cultivating an organization that is as diverse as the communities in which we work and live, and as diverse as the clients we serve.
- Fostering a collaborative workplace that respects, values, accepts, and supports each individual at every level of the organization and enables everyone to succeed and realize their full potential.
- Recruiting, retaining, and promoting individuals from diverse backgrounds.
- Ensuring that the DLC's leadership includes professionals of varying backgrounds, ideas, experiences, and perspectives.
- Supporting the participation and involvement of our workforce in professional, social, community, and charitable organizations that encourage and promote diversity and inclusiveness.
- Implementing transactional tools and policies to better support diversity at the DLC, including hiring practices, contracting practices, and staff training.
- Identifying ways to integrate our work to make the energy industry a model for diversity, inclusiveness, and acceptance.