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# LIMESTONE POST

WRITERS WITH A VOICE, PHOTOGRAPHERS WITH A VISION

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[www.LimestonePostMagazine.com](http://www.LimestonePostMagazine.com)

## **Limestone Post Statement on Diversity, Equity, Inclusion, and Belonging**

At Limestone Post Magazine and our official nonprofit organization, Limestone Media Inc., we recognize that our mission to inform our readers can be achieved only by actively cultivating diversity, equity, inclusion, and belonging in our work and workplace, including but not limited to our editorial content, staff, contributors, volunteers, board of directors, leadership, donors, and audiences. We are fully committed to diversity, equity, inclusion, and belonging in both principle and practice.

We acknowledge and respect the value in diverse lived experiences and heritages of each person in the Limestone Post community, and we work to ensure that all voices are heard. As diversity, equity, inclusion, and belonging are central to the organization's success, there shall be no barriers to full participation at Limestone Post on the basis of identity, experience, or way of moving through the world.

We are committed to providing equal opportunity for employment and advancement at Limestone Post as well as to maintaining an inclusive environment with equitable treatment for all.

### **Definitions**

Diversity, equity, inclusion, and belonging can be defined in many ways, and in ways that evolve with our understanding.

**Diversity** is the presence of representation, categories, numbers, and differences — including, but not limited to, race, gender, sexual orientation, gender identity, ethnicity, religion, nationality, ability, age, citizenship status, housing status, criminal record, incarceration, educational attainment, language, nationality, political affiliation, socioeconomic status, and veteran status. Diversity also recognizes that an individual's experience is informed by intersections across multiple identities.

- Diversity asks "Who is in the room?"

**Equity** is the evidence of change. The organization’s policies, programs, practices, procedures, traditions, and structures ensure that everyone has access to the same opportunities for contribution, growth, and development. Equity also elevates and amplifies the voices of under-represented, marginalized, and/or disadvantaged groups.

- Equity asks “Who is trying to get into the room but can’t?” and “Whose presence in the room is under constant threat of erasure?”

**Inclusion** is a set of behaviors that invites people in. Inclusion fosters a work environment that welcomes all people of different identities. Inclusion requires team members who listen to, learn from, and act on the voices, feedback, and contributions of all members of the organization.

- Inclusion asks “Has everyone’s ideas been heard?”

**Belonging** removes all the barriers that require someone to change who they are in order to feel welcomed, connected, valued, supported, and safe within an organization’s culture.

- Belonging asks “Who faces barriers to being fully included in this space?”

*Content developed from the work of D-L Stewart and Liza Talusan.*

### **Land Recognition**

We wish to acknowledge and honor the myaamiaki, Lënape, Bodwéwadmik, and saawanwa people (Anglicized as the Miami, Delaware, Potawatomi, and Shawnee people), on whose ancestral homelands and resources Bloomington and its surrounding areas are built. We also recognize the ongoing harm and trauma inflicted on Indigenous peoples and communities as a result of colonization and systemic oppression, and we stand in solidarity with Indigenous peoples in their ongoing efforts for self-determination and justice.

### **Acknowledgements**

Limestone Post acknowledges that:

- Societal structures have been explicitly designed to uplift and empower certain groups based on their intersecting identities and experiences, while at the same time marginalizing and erasing others. We acknowledge that these inequities were developed over time and have continuing, lasting impact.
- Journalism has the power to advance a limiting narrative about people, places, and ideas, and Limestone Post is in a position to expand and democratize narratives of marginalized communities.
- Limestone Post has a responsibility to leverage our power to advance diversity, equity, inclusion, and belonging in our community.
- Transparency is essential to creating a diverse, equitable, and inclusive organization — as is

active and continuous reflection.

## **Commitments**

In pursuit of our mission, Limestone Post commits to diversity, equity, inclusion, and belonging in our organizational practices, policies, and programs. Limestone Post commits to:

- Practice diversity, inclusion, equity, and belonging as a critical part of our mission to ensure the well-being of our staff, contributors, board of directors, volunteers, donors, and the communities we serve.
- Cultivate a staff, board of directors, volunteers, donor base, and workplace environment that reflect our commitments to diversity, equity, inclusion, and belonging.
- Seek out voices in editorial content that reflect the diversity of the community we serve.
- Work to dismantle any inequities within our policies, systems, programs, and services, and continually update and report organization progress.
- Explore potential underlying, unquestioned assumptions that interfere with inclusiveness and belonging.
- Advocate for and support board-level thinking about how systemic inequities impact our organization's work, and how best to address that in a way that is consistent with our mission.
- Help to challenge assumptions about what it takes to be a strong leader at our organization and who is well-positioned to provide leadership.
- Practice and encourage transparent communication in all interactions, including, but not limited to, the magazine's DEIB efforts, goals, and progress.
- Building relationships with diverse organizations and communities to better understand their perspectives and to help promote diversity, equity, inclusion, and belonging in Limestone Post's editorial and operations.

The language of this statement is subject to change. Feedback is appreciated and suggestions welcomed. Please email Limestone Post's executive director, Ron Eid, at [ron@limestonepostmagazine.com](mailto:ron@limestonepostmagazine.com) with comments, questions, and concerns.