

# *Diversity & Inclusion*

## **Who we are**

We believe we are at our best when we harness the unique skills, perspectives, and backgrounds of every employee to foster innovation and create the most effective solutions for learners around the world. That's why we're committed to ensuring that diversity and inclusion are embedded in everything we do. We foster a work environment that is inclusive as well as diverse, where we reflect our customers and learners, and where our people can be themselves.

## **How we do it**

Our Diversity & Inclusion efforts are focused on three primary areas: our people, our culture, and our learners. We seek to:

- Be broadly viewed as an inclusive employer of choice to attract the top talent.
- Build a culture of innovation and learning where every perspective is valued and where we embed diversity & inclusion principles into all business processes & practices.
- Build closer relationships with our customers and learners by ensuring that our people and products reflect who we are and whom we serve.
- Contribute to the development of inclusive products, solutions, and services for our customers.

*At  
Pearson*

**we**

**value**

**the**

**power**

**of**

**difference**



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**@PearsonDiverse**

## Employee Resource Groups

Pearson's employee resource groups (ERGs) consist of self-selected colleagues across our business units and geographies who contribute to Pearson's efforts to embed diversity and inclusion into all aspects of our business. The purpose of a Pearson ERG is two-fold: to provide the employees who join them with opportunities for networking, increased engagement, professional development, and mentorship, and also to contribute to Pearson's business objectives. All ERGs have clear missions, charters, and by-laws and are approved and facilitated by the Global D&I team. Current ERGs at Pearson include:

Pearson Able  
Pearson Bold  
Pearson Latino Network  
Pearson Parents  
Pearson Spectrum  
Pearson Veterans  
Women in Learning & Leadership (WILL)

