



The Cartomancer Magazine inclusivity statement

Our readers come from all walks of life and so do we. We publish people from a wide variety of backgrounds, not just because it's the right thing to do, but because it makes our magazine stronger. If you share our values and our enthusiasm for small businesses and divination, you will find a home at *The Cartomancer*.

We strive to continually lead with our values and beliefs that enable contributors to develop their potential, bring their full self to the publication, and engage in a world of inclusion.

This means we continually celebrate the diverse community different individuals cultivate.

Inclusion is about the actions we take each day. In turn, our inclusive culture inspires us to try new things, speak openly, and be bold. It brings us together in ways that help us stand out. Our inclusive culture empowers all of us to connect, belong, and grow.

We are committed to cultivating and preserving a culture of inclusion and connectedness. The collective sum of the individual differences, life experiences, knowledge, innovation, self-expression, and talent of our staff and contributors represents not only part of our culture, but part of our reputation and achievement. We welcome the unique contributions that you bring in terms of your education, opinions, culture, ethnicity, race, sex, gender identity and expression, nation of origin, age, languages spoken, veteran status, color, religion, disability, sexual orientation, and beliefs.

Day to day, we focus on the give and take. We give our best, we give our egos a break and we give of ourselves. We take accountability, we take bold steps, and we take difference to heart. Because without diversity of thought and a commitment to equality for all, there is no moving forward.

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Amber Highland, publisher

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