



**PROMOTING DIVERSITY, EQUITY, AND INCLUSION IN
PUBLISHING AND TECHNOLOGY**



Representation matters! As a software company in the publishing industry, Above the Treeline is uniquely positioned at the intersection of books and technology. Both industries have historically lacked representation and diversity.

We recognize the need to dismantle systemic racism and bias against LGBTQIA+ communities. Ascend is our road map to make the change by creating the space for inclusion and equity. We remain steadfast in our commitment now and in the future.

Our goal is to shift and balance the playing field as we improve diversity, equity, and inclusion in the book and tech industries. We're doing this by investing, increasing accessibility for opportunities, and amplifying underrepresented voices.

Our objectives

Invest

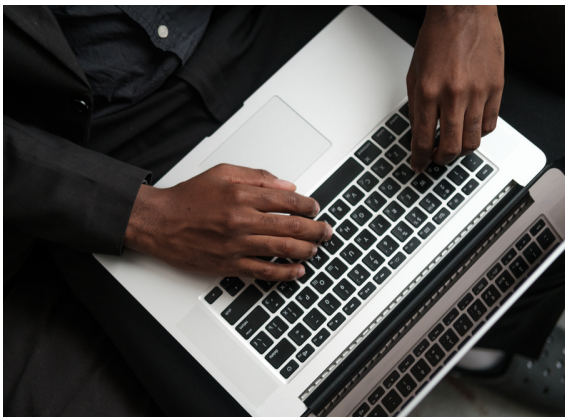
Above the Treeline has made a financial commitment to invest in programs that promote diversity as well as allowing employees to use paid work time for relevant volunteer work.

Increase Access

Above the Treeline's internship program creates opportunities for underrepresented communities to gain exposure to roles in the tech and publishing industries.

Amplify

Above the Treeline is collaborating with publishers, authors, booksellers, libraries, and other organizations to amplify underrepresented voices in publishing.



Building diverse, equitable, and inclusive communities.

Books shape our culture in big and small ways. The decision-makers behind the books serve as gatekeepers, determining which voices are amplified and which are not allowed access.

Diversity, equity and inclusion in the industry ensures that all voices are present. Similarly, in an increasingly digital world, the technology industry will continuously shape our future. Research has shown repeatedly that diversity, equity and inclusion not only boost creativity on teams but benefits companies financially.

As a company, our mission is to help the book industry work better and read more. We know that we all work better when our communities and workforce are diverse and inclusive.



IMPACT

- ▶ 7 interns through our program to date
- ▶ Over two dozen mentors
- ▶ Virtual mentoring across the US for students from within the country and around the globe
- ▶ Emphasis on ethnic, cultural and LGBTQIA+ inclusion



"Ascend was the best part of my high school experience"

- former Ascend intern



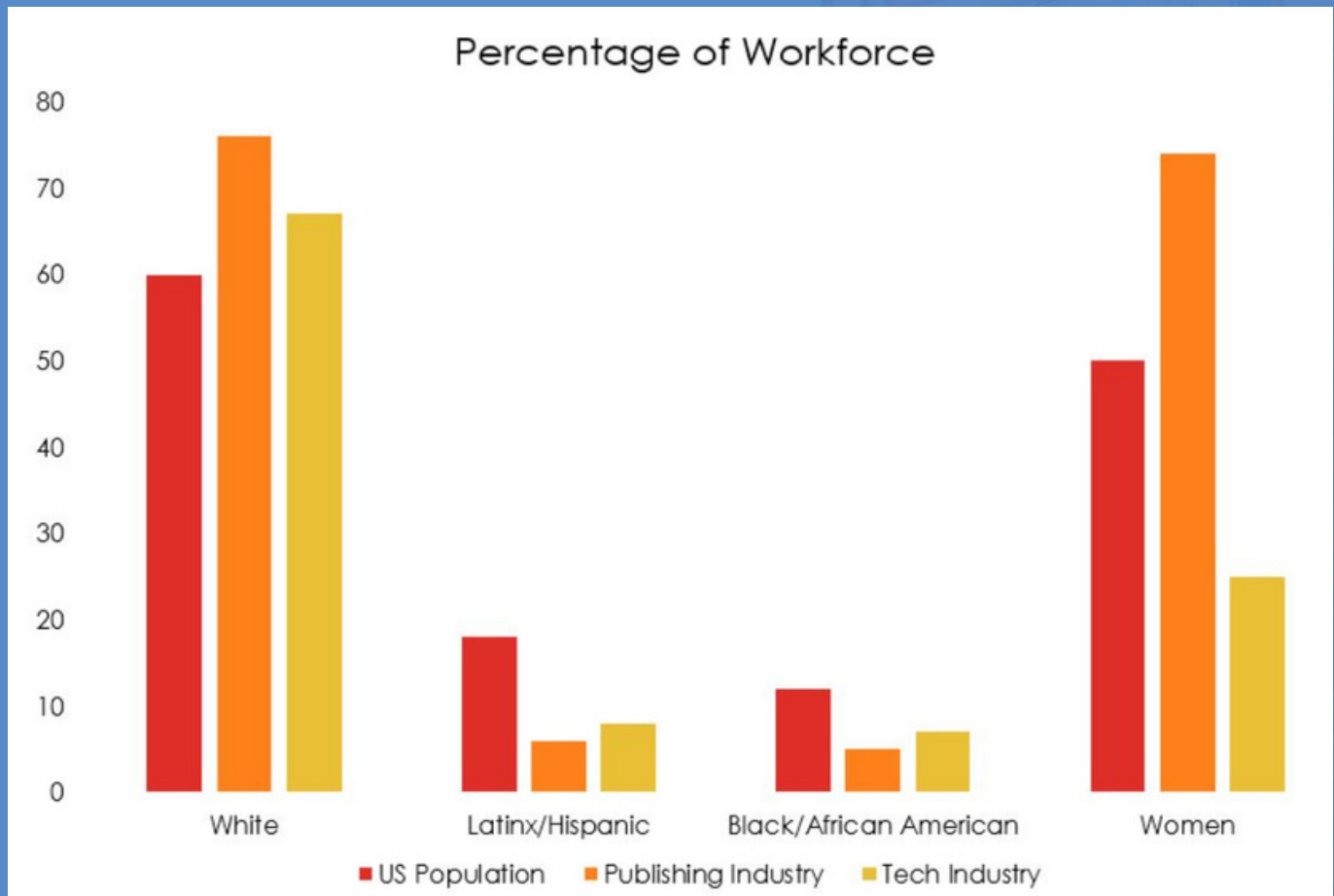
Our Advisory Council

The Ascend Advisory Council is comprised of a diverse group of individuals within the publishing and technology industries. The Council helps us to brainstorm, network, and prioritize. In addition to attending a quarterly virtual board meeting, many choose to be involved more directly in Ascend initiatives as well. We are thankful for their time and expertise!

- Publishing Chair: Linda A. Duggins, VP of Strategic Relationships, Above the Treeline and former Sr Director of Publicity, Grand Central Publishing, Hachette Book Group
- Daniela Plunkett, Sales, Macmillan
- Annie Rubin, President, Edelweiss by Above the Treeline
- Allison Alexander, VP & General Counsel, Clark Enterprises
- Marie Dutton Brown, Editor/Book Agent, Marie Dutton Brown Assoc.
- Christine Peele, Manager, Detroit Public Library

GET INVOLVED

and help us change the landscape of the publishing and tech industries.



For additional information and to get involved, contact Linda A. Duggins at lduggins@abovethetreeline.com.

