



TREELINE 2020

PROMOTING DIVERSITY, EQUITY,
AND INCLUSION IN PUBLISHING
AND TECHNOLOGY



TREELINE 2020



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

We recognize the need to dismantle systemic racism and bias against LGBTQI+ communities. Treeline 2020 is our road map to building inclusion and equity. We remain steadfast in our commitment now and in the future.

Our mission is to improve diversity, equity, and inclusion in the book and tech industries. We're doing this by investing, increasing accessibility to 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.

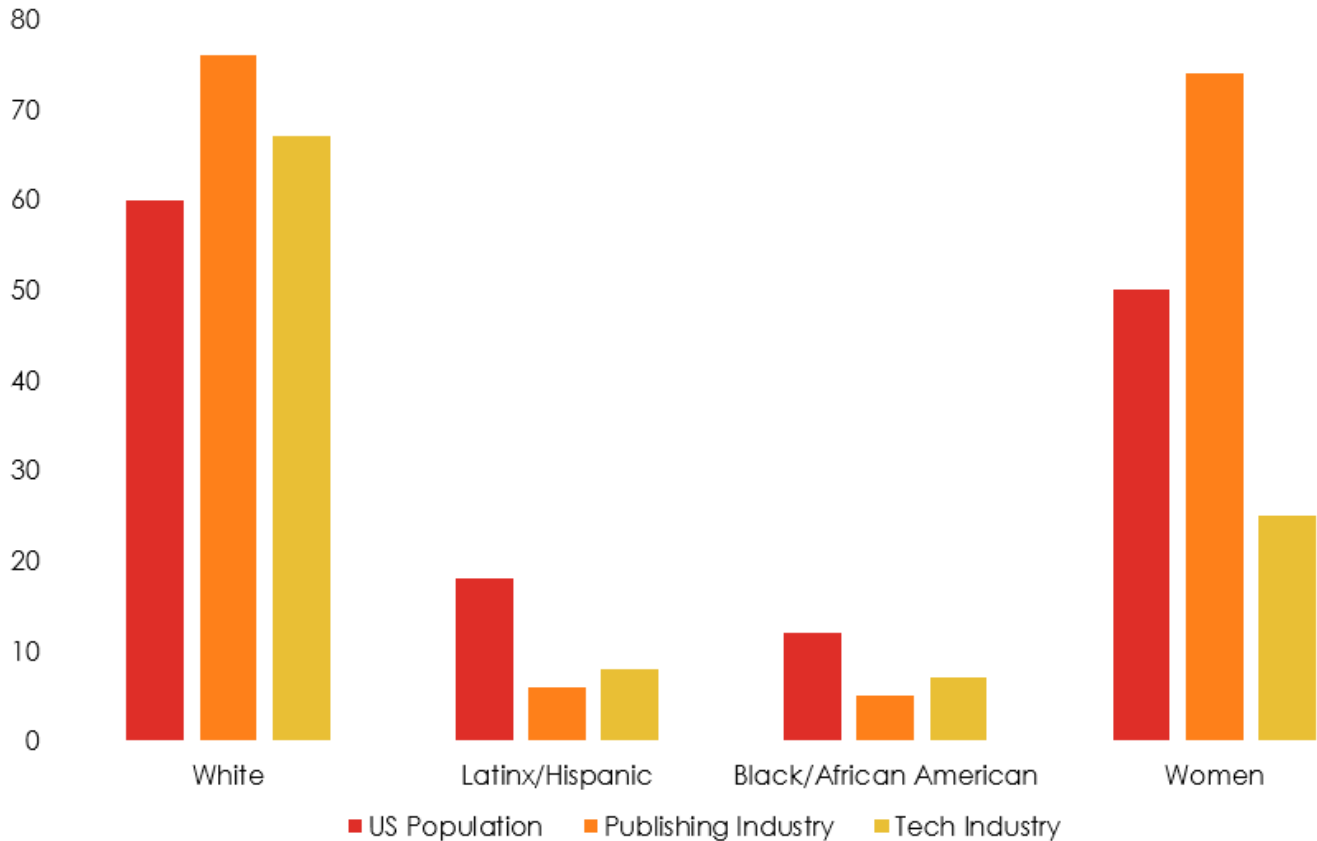
INCREASE ACCESS

Above the Treeline's internship program will create 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.

Percentage of Workforce



Building diverse, equitable, and inclusive communities.

Books shape our culture in big and small ways. The people behind the books serve as gatekeepers, determining which voices are amplified and which are kept quiet. Diversity in the industry ensures that all voices are represented.

Similarly, in an increasingly digital world, the technology industry shapes our future. Research has shown repeatedly that diversity not only increases creativity on teams but ultimately benefits companies financially.

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





OUR ADVISORY COUNCIL

The Treeline 2020 Advisory Council is made up of a diverse group of individuals within the publishing and technology industries. They help us brainstorm, network, and prioritize. In addition to attending a monthly virtual board meeting, many choose to be involved more directly in Treeline 2020 initiatives as well. We are thankful for their time and expertise!

- **Publishing Chair:** Linda A. Duggins, Sr Director of Publicity, Grand Central Publishing, Hachette Book Group
- **Technology Chair:** Marvin Williams, Founder, Logical Owl
- 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

If you're interested in getting involved with Treeline 2020's work, [CONTACT US](#).

To receive occasional updates about the work Treeline 2020 is doing to promote diversity and inclusion in the publishing and tech industries, [SUBSCRIBE TO OUR MAILING LIST](#).

OUR PARTNERS:



Portland State
Book Publishing



Kekere Freedom School
cultivating liberation through play



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Project Basta

VENTURE
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