

Diversity, Equity, Inclusion & Belonging at Olver International

At Olver International, LLC, Diversity, Equity, Inclusion, and Belonging (DEIB) are foundational to how we serve, lead, and engage. These principles guide not only our organizational practices, but also how we relate to one another in everyday interactions.

We approach Diversity, Equity, Inclusion, and Belonging through the lens of Mental Freedom®. We recognize that while systems and structures matter, meaningful change also requires personal awareness, responsibility, and intentional choice. The way we think, speak, and respond to one another shapes the environments we create. Our commitment to DEIB is not only organizational—it is personal, relational, and lived in everyday interactions.

Diversity

We honor the full spectrum of human differences—both visible and invisible. This includes, but is not limited to, differences in race, ethnicity, gender, sexual orientation, age, ability, religion, nationality, and socioeconomic background.

We believe diversity strengthens our work by expanding perspective, deepening understanding, and enriching collaboration.

Equity

We are committed to increasing access, reducing barriers, and creating fair opportunities for participation and growth.

We recognize that individuals and communities do not all begin from the same place. Our work includes thoughtful, intentional efforts to support those who have been historically underserved—while also encouraging personal agency in navigating challenges and opportunities.

Inclusion

Inclusion means creating environments where people feel respected, heard, and able to contribute meaningfully. We intentionally foster open dialogue, invite diverse perspectives, and support authentic expression. At the same time, we emphasize personal responsibility in how we communicate, listen, and engage with others—especially when differences arise.

Belonging

Belonging is the experience of being accepted, valued, and connected.

We strive to create spaces where individuals can participate fully without needing to diminish who they are. We also recognize that belonging is co-created—it grows through mutual respect, shared responsibility, and the choices each of us makes in how we show up with others.

Our Ongoing Responsibility

DEIB is not a one-time initiative; it is an ongoing practice.

We remain committed to examining our assumptions, refining our practices, and learning from feedback and lived experiences. We aim to align our actions with our values while maintaining accountability for continuous growth—both individually and as an organization.

Collaborative Change

Meaningful, sustainable change happens through partnership.

We actively collaborate with individuals, organizations, and communities who share a commitment to thoughtful, respectful, and inclusive engagement. Through these partnerships, we seek to contribute to environments where both systemic awareness and personal responsibility are valued.

A Living Commitment

This policy is not static. It reflects our ongoing commitment to growth, awareness, and intentional action.

We will continue to integrate DEIB into all aspects of our work—from coaching and training to publishing and partnerships—while holding both ourselves and our community to a standard of thoughtful, responsible, and respectful engagement.