

# Faith and Spirituality in the Publishing Industry

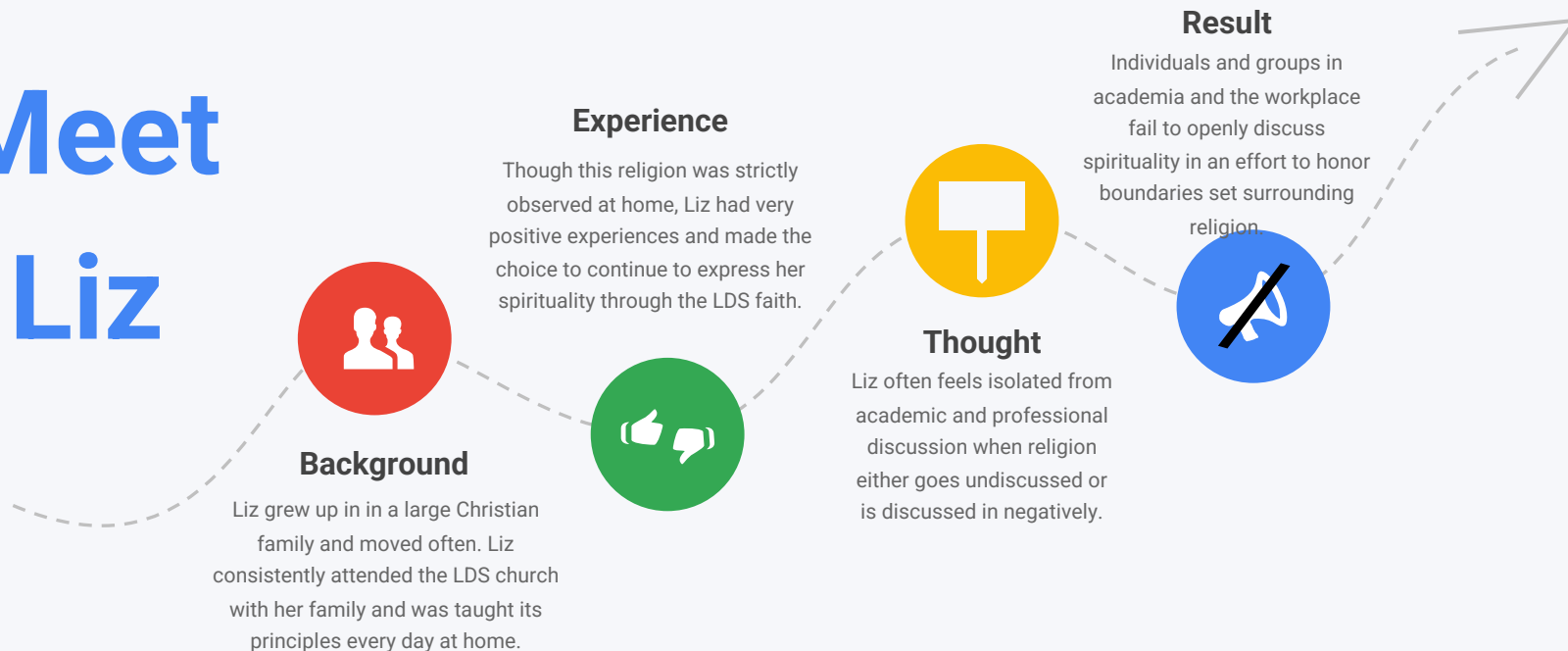


**Liz Gillespie**

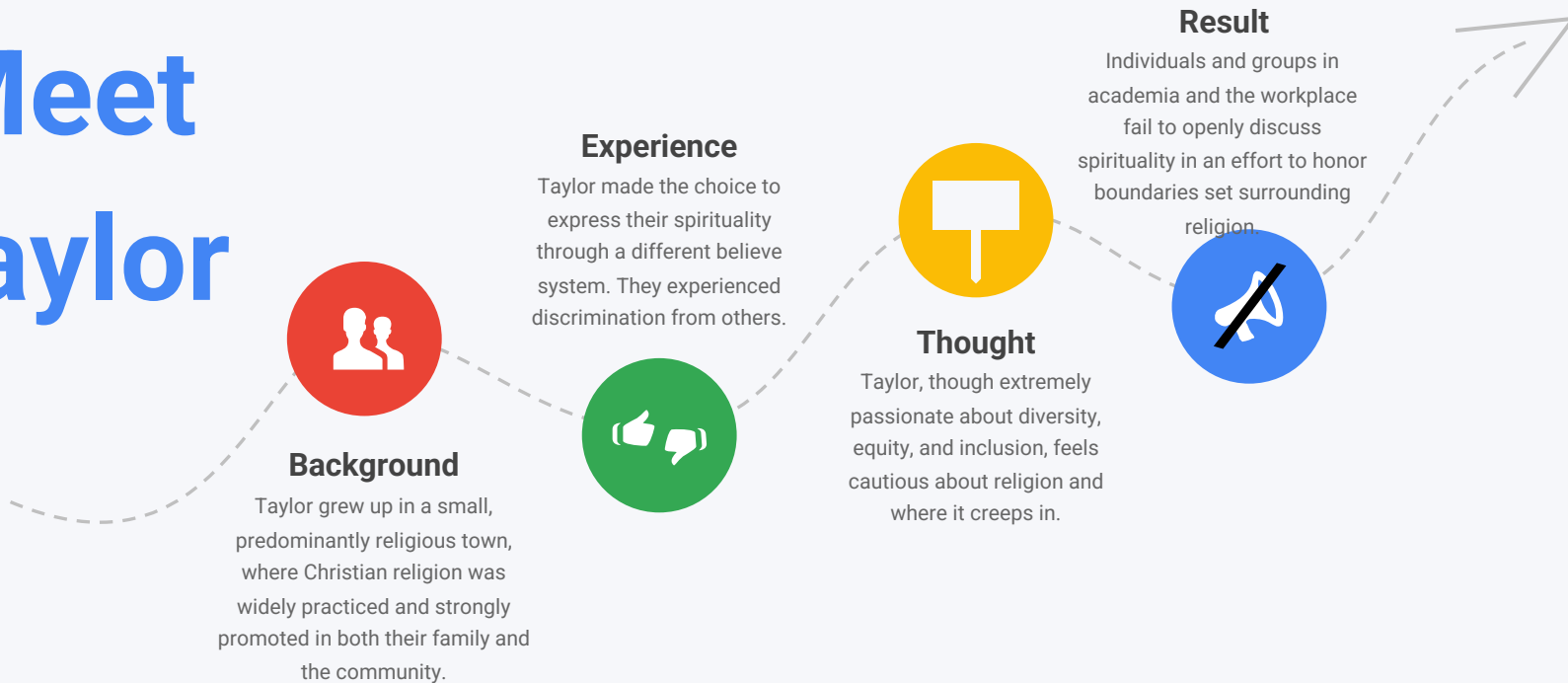
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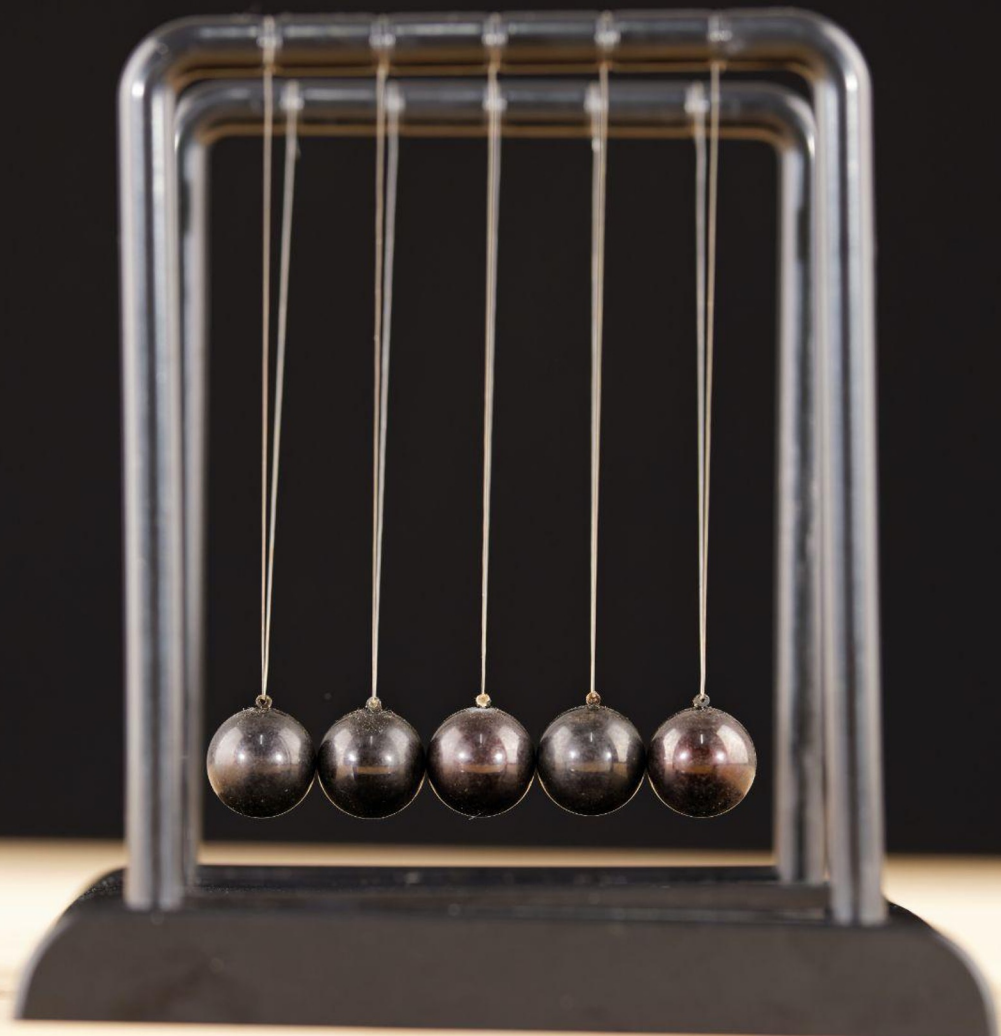
George Washington University

## Meet Liz



## Meet Taylor



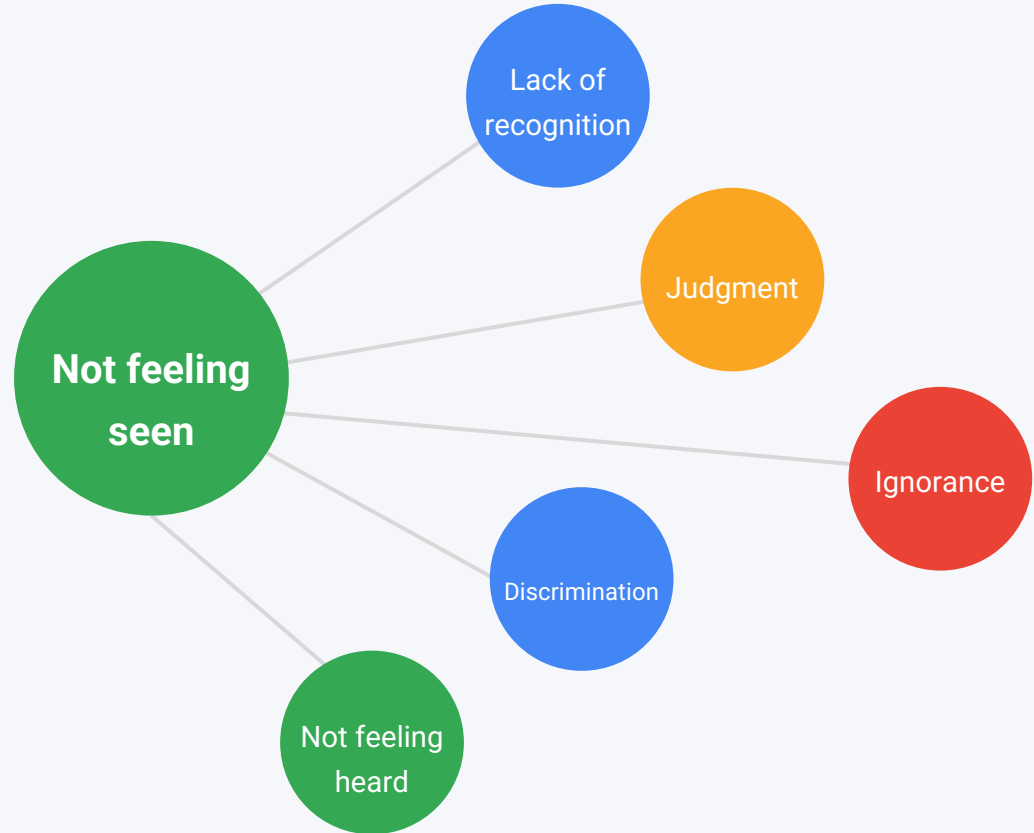


# THE PROBLEM:

## Not feeling seen

“Many of our society’s great problems flow from people not feeling seen and known. ... [There is a] core...trait that we all have to get...better at [, and that] is the trait of seeing each other deeply and being deeply seen.”

-Columnist *David Brooks*



# A MORE HOLISTIC APPROACH TO DIVERSITY

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## Background.

This includes, but is *certainly* not limited to, where a person is from, where a person is raised, gender, race, culture, sexuality, and spirituality.

## Experience.

This includes, but is *certainly* not limited to, the experiences that are lived and that happen to individuals as a result of background.

## Thought.

This includes, but is *certainly* not limited to, the perspectives and opinions that individuals have as a result of their background and experiences.

# A LOOK AT RELIGION, FAITH & SPIRITUALITY

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"When you resonate, or feel a connection with something greater than yourself."

What do you resonate with?

"As it pertains to the workplace, spirituality means forming connections with others and cultivating something wonderful within those connections that you would not be able to cultivate within your own isolated self."

## Religion

- ✓ "The belief in and worship of a superhuman power or powers, especially a God or gods."
- ✓ "A *particular system of faith* and worship."
- ✓ "A *pursuit or interest to which someone ascribes supreme importance*."

## Faith

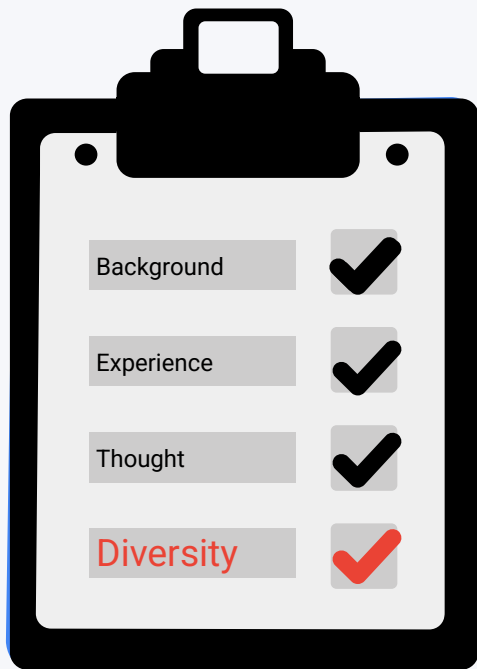
- ✓ "Complete trust or confidence in someone or something."
- ✓ "Strong belief in God or in the doctrines of a religion."

## Spirituality

- ✓ "The quality of being *concerned with the human spirit or soul* as opposed to material or physical things."
- ✓ Taylor: "When you resonate or feel a connection with something greater than yourself."
- ✓ Taylor: "As it pertains to the workplace, spirituality means forming [deep?] connections with others and cultivating something wonderful within those connections that you would not be able to cultivate within your own isolated self."

# A LOOK AT DIVERSITY, EQUITY, & INCLUSION

A look at DEI official statements by some of the industry's major publishing houses:



1

**PENGUIN RANDOM HOUSE**- "We seek to bring people together by amplifying storytelling and diverse voices, not only in the books and in the authors we publish, but also *within our company*, be ensuring an equitable and inclusive home where all are welcome and where **every person is empowered to be themselves and to share their perspectives.**"

2

**HARPERCOLLINS** - "We promote *industry and company initiatives* that represent people of all ethnicities, races, genders and gender identities, sexual orientations, ages, classes, religions, national origins, and abilities."

3

**SIMON & SCHUSTER** - "Seeking diversity in all facets of our business - by valuing our employees and authors **for their unique perspectives, and promoting tolerance and understanding in the workplace** - are the *best ways* for Simon & Schuster to fulfill its publishing mission for today's increasingly diverse readership."

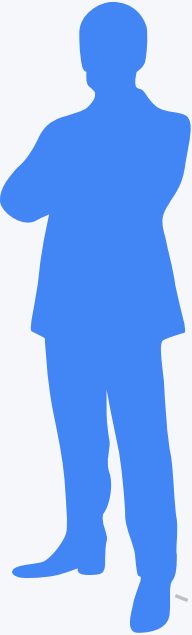
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**MACMILLAN** - "McMillan is committed to fostering a culture of equity, diversity and inclusion that **respects and embraces the unique backgrounds, perspectives, experiences and talents of individuals** at all levels of the firm."




# "EYES TO SEE" WALKTHROUGH


## Meet Taylor & Liz



“Clarity of *mind* and *body*  
facilitates clarity of  
*thought* and *spirit*.”



Embracing spirituality as part of  
the conversation will enhance the  
diversity of background,  
experience, and thought in  
publishing.



# THANK YOU



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