



Our Commitment to Diversity, Equity & Inclusion

At Harlequin, we are committed to publishing diverse and inclusive voices so that readers see themselves reflected in the books we publish. We work to foster a culture of respect, openness, support and belonging where our employees, authors and publishing partners feel welcome to express and reflect the voices, experiences and thoughts of a diverse society.

As a publisher and as an employer, Harlequin embraces diversity and welcomes people of all ethnicities, races, genders, sexual orientations, ages, classes, religions, national origins and disabilities. As an employer partner of the Canadian Centre for Diversity and Inclusion and Pride at Work Canada, Harlequin employees have access to resources and training to further support being an open, accepting and welcoming place to work and to publish.

We are proud to publish talented and bestselling authors representing many backgrounds, communities and cultures. Harlequin offers a broad range of content – including romance fiction across subgenres, psychological thrillers, crime novels and speculative fiction, commercial literary fiction and narrative nonfiction – enabling authors with diverse perspectives to share their stories. We regularly publish romance stories with LGBTQ+ characters in imprints across our publishing program, including Harlequin romance series, Carina Press, Carina Adores, and Canary Street Press to name a few.

We welcome all authors to the Harlequin community and are actively working to further broaden diversity and representation in our publishing programs. We reach out to authors by calling for submissions for Harlequin's [Romance Includes You Mentorship](#) and participate in external pitch events that connect editors with writers in marginalized communities. For our romance publishing program, we accept unagented romance story submissions and encourage authors in underrepresented communities to include #RomanceIncludesYou with their story submission to quickly bring these submissions to our editors' attention. We have established a [scholarship program](#) through four writing programs in Canada and the United States to foster diverse voices and emerging talent.

We further extend our outreach through involvement with writer's conferences, events and festivals that promote diversity in publishing, including:

- The Festival of Literary Diversity
- Romance Slam Jam
- Black Pens Writing Retreat
- Black Readers Con
- Black Ink Charleston
- Christian Book Lovers Retreat
- Chicago-North Romance Writers Spring Fling
- #DVpit

- One Love Reunion
- Steamy Lit Con
- Toronto Romance Writers
- Word on the Street

We work to ensure that book promotions are inclusive and that we amplify diverse voices in publishing so that readers see themselves reflected in the books we publish.

As we work to publish more stories by authors in all underrepresented communities, we are mindful of the Black Lives Matter movement and the need for more Black voices in publishing. We are proud to work with many Black authors. We continue looking to publish more stories by Black authors and to raise awareness of their books through in-house promotions, and in partnership with festivals and retailers.

With input from employees, initiatives have been developed to remove barriers and better attract and retain a diverse workforce, including offering paid internship positions for new graduates interested in working in publishing. Anti-racism training and education is provided to employees to raise awareness and further build an open and inclusive culture for our staff, authors and partners.

