IT TAKES WORK.
ACROSS
1. The citizens of a country, especially when considered in relation to those who govern them
5. Throughout the world
7. A group of people living in the same place or having a particular characteristic in common
10. The condition of having paid work
12. The act or instance of making or becoming different
14. The action or process of talking about something in order to reach a decision or to exchange ideas
16. The surroundings or conditions in which a person, animal, or plant lives or operates
17. A part or portion of a larger amount which is divided among a number of people, or to which a number of people contribute
19. Participate or become involved in
21. The policy or action of using vigorous campaigning to bring about political or social change
23. Work, especially hard physical work
25. The customary, habitual, or expected procedure or way of doing something
26. The systematic investigation into and study of materials and sources in order to establish facts and reach new conclusions
27. Test the abilities of
30. This is an area that an ILR institute studies
31. The practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized, such as those who have physical or mental disabilities and members of other minority groups
32. Cause (something, especially an emotion or situation) to arise or come about
33. The way in which two or more concepts, objects, or people are connected; a thing’s effect on or relevance to another

DOWN
2. A digital audio file made available on the internet for downloading to a computer or mobile device, typically available as a series, new installments of which can be received by subscribers automatically
3. Newly received or noteworthy information, especially about recent or important events
4. The practice or quality of including or involving people from a range of different social and ethnic backgrounds and of different genders, sexual orientations, etc.
5. Activity involving mental or physical effort done in order to achieve a purpose or result.
6. Have a strong effect on someone or something.
8. An organized body of people with a particular purpose, especially a business, society, association, etc.
9. A place or group of buildings where a specified activity is concentrated
11. A strongly felt aim, ambition, or calling
13. Bring over to one’s interest or views; win over
15. The scientific study of human society and social relationships
18. A person appointed to act for another in business or legal matters
20. The system of rules which a particular country or community recognizes as regulating the actions of its members and which it may enforce by the imposition of penalties
22. The responsibility for and control of a company or organization
23. The action of leading a group of people or an organization
24. An eventful past
27. A serious disagreement or argument
28. Settle or find a solution to (a problem, dispute, or contentious matter)
29. A club, society, or association formed by people with a common interest or purpose