

State of Inclusion, Inc. Annual Accountability Report- Fiscal Year 2021

The decision was made to choose a Benefit Corporation structure for State of Inclusion, Inc. to help ensure that, as the company grows, it remains committed to doing good as part of its core mission. Consistent with that structure, State of inclusion has adopted the BCSI Standard for accountability reporting. The reference documents for this standard can be found at: <http://www.eley.com/bcsi/>

During 2021, State of Inclusion, Inc. fully acted in accordance with its purpose in all material respects. All directors complied with Section 33-38-400.

During 2021, State of Inclusion restarted the podcast, publishing 9 new episodes based on interviews with individuals and organizations from across the country. Efforts were made to create a more professional product and grow the podcast listener base:

- We engaged a professional editing and sound team to improve the sound quality of the episodes.
- We engaged a Podcast Coordinator to assist in scheduling and coordinating interviewees. This provides a more professional experience for our guests and allows us to produce episodes more regularly and more quickly.
- We engaged a Marketing Coordinator to create visual assets, improve our social media presence, and manage campaigns to better engage listeners and increase followers

State of Inclusion continues participation with and contribution to local and regional organizations. This is an effort to remain closer to everyday challenges individuals and communities face.

- State of Inclusion President, Ame Sanders, continued to serve on the steering committee for the **Greenville County Financial Empowerment Centers (FEC)**. These centers assist residents in reaching financial goals through improving credit, increasing savings, reducing debt and ensuring more citizens are connected to affordable and reliable banking services.
- Ame Sanders continued her role in the **Circles Big View Committee**, working on the community-wide issue of transportation. The Circles Big View team, in partnership with the Upstate Mobility Alliance and numerous local leaders and partners, extended their reach to include vanpool efforts in multiple counties across the upstate. Funding was secured in 4 of the 10 upstate counties and work continues to pursue funding across the other counties. Spartanburg County was able to secure strong local funding as well as an agreement with an initial employer site, with their first vanpool to start in 2022. Delivery of vanpool service across the upstate will be in partnership with Commute with Enterprise.
- Ame Sanders provided pro bono consulting to Upstate Mobility Alliance to assist them in strengthening that organization and clarifying their future direction.

The following section reports compliance against the BCSI standard.

Economic Responsibility

C.1 Business Mission

State of Inclusion, Inc.

Annual Accountability Report- Fiscal Year 2021

Our Purpose: Provide our clients with diversity and inclusion related information and services in order to expand efforts around the world to build more inclusive communities.

Our commitment is to pursue a double bottom line approach which includes:

- Financial success and sustainability for the organization.
- Contributing at a level equal to 20% of our unrestricted profits each year to directly further designated community-based diversity and inclusion causes. This may be met through documented (1) direct cash contributions (2) donations in kind, or (3) in the form of paid time off for employees to volunteer to support our social causes.

Our Mission is to build a more inclusive world, one community at a time.

Consistent with our commitment to a double bottom line approach, a portion of our start-up funding included pro bono or volunteer efforts. The main pro bono and volunteer work was outlined above.

While the organization did not report any unrestricted profits during 2021, donations were made by our president, Ame Sanders, in line with our organizational work and mission, including, but not limited to, the following organizations:

- The American Red Cross
- Loaves and Fishes and Project Host – Supporting efforts to combat local food insecurity
- Children’s Trust of South Carolina – Improving the lives of children and working to reduce adverse childhood experiences (ACEs)
- Women’s Rights and Empowerment Network
- South Carolina Environmental Law Project
- Hispanic Alliance of SC
- Transylvania County Library Foundation - see episode 17 about the role of local libraries in making their communities more equitable

While these efforts were relatively modest, they were intended to establish a cycle of support and commitment to local, national and international projects that are in line with the mission and values of this organization. They also were intended to ensure that the organization remains closely in touch with vulnerable individuals and their lived experiences, beyond the data we report and the interviews we conduct.

C.2 Suppliers and Vendors

Our vendor and supplier policy includes giving selection preference to minority businesses, local businesses and those who themselves demonstrate adherence to a double or triple bottom line business approach, including other benefit corporations or entities that have become B-corp certified.

C.3 Customers

State of Inclusion, Inc.

Annual Accountability Report- Fiscal Year 2021

During 2021, State of Inclusion, Inc. did not contract for paid engagements. In all dealings with prospective customers, we remain committed to operating in a legal, fair and ethical fashion. We also strive to ensure all of the services, information and advice provided to our customers are done with the intent to improve and benefit their community.

C.4 Salary and Compensation

This section of the standard does not apply to State of Inclusion, Inc. for 2021 due to company size and number of employees.

State of inclusion remains committed to paying a living way for individuals who are engaged for work.

Environmental Responsibility

E.1 Energy Efficient Facilities and Operations

No new buildings or facilities were constructed during 2021.

Office facilities make extensive use of daylight lighting and skylights to conserve energy and reduce the use of electrical lighting.

A home office is used, which reduces business office footprint.

E2 Water Efficient Facilities and Operations

Interior office facilities use standard residential level water management approaches to conserve water.

Office landscaping uses very limited irrigation, complies with all community water requirements and primarily relies on drip irrigation when irrigation is used. Plantings have been designed to be low water usage, such as reduced lawn size.

E.3 Materials and Supplies

Low impact and recycled materials are selected and used when feasible, such as with paper and reusable water bottles.

An effort is made to ensure the majority of waste produced by the operation is either recycled or composted.

E.4 Transportation Needs Generated by Operations

State of Inclusion, Inc.

Annual Accountability Report- Fiscal Year 2021

A home office and Zoom are used, which reduces commuting footprint.

Social Responsibility

S.1 Workforce

This section of the standard does not apply to State of Inclusion, Inc. for 2021 due to company size and number of employees.

S.2 Workplace

Much of this section of the standard does not apply to State of Inclusion, Inc. for 2021 due to company size, number of employees and use of pre-existing facilities.

However, during 2021 State of Inclusions, Inc. remained committed to providing a safe, ergonomic and healthy environment for working and engaging with prospective clients. In 2021, this involved a commitment to social distancing and use of Zoom and other remote meeting tools to accomplish all collaborative work.

For Additional Information regarding this report:

Ame Sanders, serves as Executive Director and Benefit Director. She also is the only shareholder who retains more than 5% of the outstanding shares. She can be reached for questions or comments regarding this statement at:

By email at: amesanders@stateofinclusion.com

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There is no relation between any employees or officers and the accountability standards organization of BCSI.