

State of Inclusion, Inc. Annual Accountability Report- Fiscal Year 2022

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 2022, State of Inclusion, Inc. fully acted in accordance with its purpose in all material respects. All directors complied with Section 33-38-400.

During 2022, State of Inclusion continued its commitment to community inclusion and equity through community engagement, publishing content, and developing methods/tools.

- Continued during 2022 to work with a professional team for sound, podcast coordination, and marketing. Conducted a review with a professional podcast marketing team, identifying actions to pursue to strengthen and grow the podcast.
- Increased publishing frequency, publishing 17 episodes, 4 of which were host-on-mic episodes.
- Began development of methods and tools to provide more practical assistance to communities. Based on learnings from the interviews and research to date.
 - Identified six core practices for building a more inclusive community.
 - Documented the six practices. Recorded an introduction and two summary podcast episodes to provide an overview of the practices. Reviewed them with the local Racial Equity and Economic Mobility team for their feedback.
 - Started development of a supporting podcast sub-series to be published in 2023. This subseries will provide a more in-depth look at each of the six practices.
 - Began detailed elaboration of each of the six practices in written form, with associated community spotlights.
 - Intensified reading and research to support this work.
- Prepared for the next phase of content growth and distribution.
 - Launched redesign of the website to better support increased content production beyond the podcast.
 - Completed design of a supporting newsletter, to be launched in 2023.

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. Initial vanpools were launched in 2022 in Spartanburg and Union Counties. Currently, 14 vanpools are active in the upstate.

State of Inclusion, Inc.

Annual Accountability Report- Fiscal Year 2022

- 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

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 includes pro bono or volunteer efforts. The main pro bono and volunteer work for 2022 was outlined above.

While the organization did not report any unrestricted profits during 2022, donations were made by our president, Ame Sanders, in line with our organizational work and mission. During 2022, donations were made to the following organizations:

- Supporting local individuals and families in need:
 - United Ministries
 - The Salvation Army
 - Mill Village Ministries
 - Soteria World Outreach Ministries
- Supporting local, regional, and global food security:
 - World Central Kitchen
 - Harvest Hope
 - Project Host
- Providing crisis and emergency response:
 - Organizing Resilience – Fiona Response Fund
 - International Rescue Committee – Support Ukraine
 - Eastern Kentucky Relief Fund
- Individual health and caregiver support:
 - St. Jude’s Children’s Research Hospital
 - Alzheimer’s Association
- The Arts and Education:

State of Inclusion, Inc.
Annual Accountability Report- Fiscal Year 2022

- Donor's Choose – Local Middle School Classroom Support
- Peace Center
- ETV Endowment of SC

While these donations 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. Along with volunteer efforts outlined above, they were also intended to ensure that the organization remains in touch with vulnerable individuals and their lived experiences, beyond the data we report and the interviews we conduct.

State of Inclusion, Inc.
Annual Accountability Report- Fiscal Year 2022

No efforts for lobbying, advocacy, or political donations were made directly by State of Inclusion. However, this section represents the actions taken personally by our President, Ame Sanders, in the areas of lobbying, advocacy, and political donations.

Donations were made to support the election of candidates who advocated for a more community-focused, equitable agenda, and who were working to uphold democratic ideals. Donations were relatively modest and concentrated on vulnerable politicians and tightly contested elections.

Tina Kotek	\$	25
Elaine Luria	\$	25
Katie Hobbs	\$	50
Raphael Warnock	\$	100
Mandela Barnes	\$	20
Democratic Organizing Efforts	\$	50
Joe Cunningham	\$	100
Lisa Ellis	\$	50
Liz Cheney	\$	50
Total	\$	470

Contact was made (phone call and email) with local politicians (commission and board members, council members, state legislators, state senators, state representatives) requesting their support in areas of housing fairness, transportation, LGBTQ rights, support of equity in local libraries, equitable and fair elections, legislation that supports children and rights of women.

Our President, Ame Sanders, also participated in a process through Common Sense American, <https://www.commonseamerican.org>. This process gives ordinary citizens a structured and politically inclusive way to provide input on legislative reform areas that have bi-partisan interest. It includes participants from various political parties as well as independents. In 2022 Ame provided input to a brief that was used to advocate and build support for Bi-Partisan Election Reform. Many of the elements in the Common Sense American Brief were included in the legislative reform that was eventually passed in 2022.

State of Inclusion, Inc.

Annual Accountability Report- Fiscal Year 2022

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

During 2022, State of Inclusion, Inc. did not contract for paid engagements. We continue to develop our skills, expertise, and assistance through pro bono 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 the State of Inclusion, Inc. for 2022 due to the company size and number of employees.

State of Inclusion remains committed to paying a living way for individuals who are engaged in work with our organization.

Environmental Responsibility

E.1 Energy Efficient Facilities and Operations

No new buildings or facilities were constructed during 2022.

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 the 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.

State of Inclusion, Inc. Annual Accountability Report- Fiscal Year 2022

E.3 Materials and Supplies

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

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

E.4 Transportation Needs Generated by Operations

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

Social Responsibility

S.1 Workforce

This section of the standard does not apply to State of Inclusion, Inc. for 2022 due to company size and number of employees.

S.2 Workplace

This section of the standard did not apply to State of Inclusion, Inc. for 2022 due to company size, number of employees, product/client status, and use of pre-existing facilities.

However, during 2022 State of Inclusions, Inc. remained committed to providing a safe, ergonomic, and healthy environment for working and when engaging with prospective clients.

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

By phone at: 864-630-8430

By mail at:

State of Inclusion, Inc.
201 Hermitage Rd
Greenville, SC 29615

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