

State of Inclusion, Inc. Annual Accountability Report- Fiscal Year 2019

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 2019, State of Inclusion, Inc. fully acted in accordance with its purpose in all material respects. All directors complied with Section 33-38-400.

2019 continued as a year focused on product development and community outreach for State of Inclusion, Inc. Efforts were focused in three key areas:

- Local Community Data Analytics – This Included speaking, providing consultation as well as developing white papers and data analytics to aid local communities in becoming more informed regarding inclusion and equity as well as effectively using data to drive community progress. A major area of focus in 2019 was in research associated with developing a framework and national equity scorecard for community equity assessment.
 - National Equity Scorecard Development – Continued benchmarking and development of a conceptual model for a national equity and inclusion scorecard. Working to develop minimum viable product.
- Community Education – Local and beyond
 - Continued support of Community Detox Challenge. This included maintaining web pages and related blog with content and messaging aimed at assisting individuals and local communities to learn more about implicit bias and how implicit bias along other forms of bias are creating a toxic environment within our communities.
 - Pro Bono class on implicit bias developed and conducted as part of Greenville Circles program in 2019.
 - Launched podcast with the purpose of sharing and promoting positive actions across communities. Interviews included national, local and regional figures.
 - Diversification and additional capabilities were maintained through obtaining certification as an independent trainer for Positive Approach to Care, in support of persons living with dementia.
 - Pro bono class conducted on Normal Aging vs Not Normal Aging at Furman University OLLI program in 2019.
 - State of Inclusion, while not continuing as a member, is active with the Greenville Chamber of Commerce. State of Inclusion President, Ame Sanders, conducted a breakout session at the 2019 Diversity and Inclusion summit.
- Participation with and contribution to local and national organizations -
 - State of Inclusion President, Ame Sanders, continues to serve on the steering committee for study and launch of the **Greenville County Financial Empowerment Centers (FEC)**. The FEC, led by the Greenville County Human Relations Commission, were launched in 2019 and sponsored by local funding and in partnership with grants from the Bloomberg Foundation. 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.

State of Inclusion, Inc.

Annual Accountability Report- Fiscal Year 2019

- Continued relationship with Children's Trust by joining the **S. C. statewide Child Wellbeing Coalition** where State of Inclusion President, Ame Sanders, serves as co-chair for the Economic sub-team. This role ended at end of 2019.
- Have been an active participant with the Circles program, hosted by SHARE. This program helps lift individuals and families from poverty. Ame Sanders serves as the chair of the **Circles Big View Committee**, working on the community-wide issue of transportation.
- Ame Sanders serves a board member for the **Upstate Transportation Coalition**.
- Participated in the **Propel program** offered jointly by Greenville Chamber of Commerce and Greenville United Way. This program prepares individuals to assume responsible board roles.

2019 should be considered a year of continued efforts on data analysis, product development, networking, community support, and brand building. This year has also been a year where we have expressly continued to engage with the community at a more grassroots level, through a number of leadership and volunteer roles. It is also a year of continuing to build capabilities to give voice on the challenging and important topics of equity and inclusion.

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 included pro bono or volunteer efforts. The main contributions in those areas were outlined above.

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.

State of Inclusion, Inc.
Annual Accountability Report- Fiscal Year 2019

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 2019, State of Inclusion, Inc. did not contract for paid engagements. Several pro bono engagements were requested and delivered. In all dealings with prospective customers, we remain committed to operating in a legal, fair and ethical fashion. We will 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 2019 due to company size and number of employees.

State of Inclusion, Inc. had one 1099 contractor during 2019. A living wage was paid.

Environmental Responsibility

E.1 Energy Efficient Facilities and Operations

No new buildings or facilities were constructed during 2019. Limited electronics and equipment were purchased during 2019 to support podcast efforts.

Office facilities make extensive use of daylight lighting 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.

State of Inclusion, Inc.
Annual Accountability Report- Fiscal Year 2019

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

A home office is used, which reduces commuting footprint.

Social Responsibility

S.1 Workforce

This section of the standard does not apply to State of Inclusion, Inc. for 2019 due to company size and number of employees.

State of Inclusion, Inc. had one 1099 contractor during 2019.

S.2 Workplace

Much of this section of the standard does not apply to State of Inclusion, Inc. for 2019 due to company size, number of employees and use of pre-existing facilities.

However, during 2019 State of Inclusions, Inc. remained committed to providing a safe, ergonomic and healthy environment for working and 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

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