

## **State of Inclusion, Inc.**

### **Annual Accountability Report- Fiscal Year 2023**

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, the 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 2023, State of Inclusion, Inc. fully acted in accordance with its purpose in all material respects. All directors complied with Section 33-38-400.

During 2023, State of Inclusion continued its commitment to community inclusion and equity through community engagement, publishing content, and developing methods/tools.

- Continued during 2023 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 22 episodes.
- Launched The Inclusive Community Website and related newsletter, including original artwork.
- Created ability for followers and subscribers to financial support our work.
- We have continued to develop methods and tools to provide more practical assistance to communities based on the learnings from the interviews and research to date.

State of Inclusion also continues to volunteer, participate in and contribute to local and regional organizations, as well as relevant national initiatives. This is an effort to remain closer to the everyday challenges individuals and communities face.

The following section reports compliance against the BCSI standard.

#### **Economic Responsibility**

##### **C.1 Business Mission**

Our Purpose is to provide our clients with diversity and inclusion-related information and services 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.

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While the organization did not report any unrestricted profits during 2023, donations were made by our president, Ame Sanders, in line with our organizational work and mission. During 2023, donations were made to the following organizations:

- Supporting local and regional organizations and advocacy:
  - Rights of LGBTQ+: 864 Pride
  - Women's Rights: South Carolina Women's Rights and Empowerment Network (WREN) – monthly donation
  - Multi-faith initiative: Greenville for Accountable Leadership (GOAL) Justice
- Supporting local, regional, and global food security:
  - Project Host
- Equity in the outdoors, conservation and eco-justice
  - SC Environmental Law Project
  - Conserving Carolina
  - Outdoor Afro
  - Conestee Preserve
- Providing crisis and emergency response:
  - CNN Impact Fund – in Response to Hawaii Wildfires
- Individual health and caregiver support:
  - American Cancer Society
  - Winship Cancer Institute
- The Arts and Education:
  - International African American Museum
  - Brevard Music Center
  - ETV Endowment of SC – monthly donation

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 this organization's mission and values. Along with volunteer efforts, 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.

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

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

Michelle Shain (Local)	\$	100
Asa Hutchinson (Presidential)	\$	25
Total	\$	125

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 participates 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.

### C.2 Suppliers and Vendors

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

- In 2023, we started working with a local woman-owned business for graphic design work related to the publications and documents we are developing.

### C.3 Customers

During 2023, the 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.

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**C.4 Salary and Compensation**

This section of the standard does not apply to the State of Inclusion, Inc. for 2023 due to the company size and number of employees.

State of Inclusion remains committed to and pays 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 2023.

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. 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.

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 2023 due to company size and number of employees.

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**S.2 Workplace**

This section of the standard did not apply to State of Inclusion, Inc. for 2023 due to company size, number of employees, product/client status, and use of pre-existing facilities.

However, during 2023 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:

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