

CORPORATE VOLUNTEER COUNCIL – BOARD AND MEMBERSHIP DIVERSITY AND INCLUSION POLICY

PURPOSE AND POLICY

The Corporate Volunteer Council of Atlanta (“CVC”) is committed to fostering, cultivating and preserving a culture of diversity and inclusion.

Our members are the most valuable asset that we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our members invest in our organization represents a significant part of not only our group’s culture, but our reputation and achievements as well. We embrace and encourage the CVC Board of Directors’ (the “Board”) and our members’ differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our Board and members unique.

It is our intent and goal that Board appointments will reflect the diverse nature of the business environment in which the organization operates and be made on merit, in the context of the skills, experience, independence and knowledge which the Board requires to be effective.

We are committed to ensuring diversity and inclusiveness and aspire to maintain a Board and membership in which both diversity and inclusiveness are valued and achieved.

MEMBERSHIP PRINCIPLES

The CVC’s diversity initiatives are applicable—but not limited—to our practices and policies on membership; professional development and training; and the ongoing development of a network of corporate social responsibility partners built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all members.
- Teamwork and member participation, permitting the representation of all groups and perspectives.
- Member, Board and organizational contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All members of the CVC have a responsibility to treat others with dignity and respect at all times. All members are expected to exhibit conduct that reflects inclusion during meetings, networking events, community projects and at all other CVC-sponsored and participative events.

Any member found to have exhibited any inappropriate conduct or behavior against others may be subject to removal from the organization.

Members who believe they have been subjected to any kind of discrimination that conflicts with the CVC's diversity policy and initiatives should seek assistance from a member of the Board or the executive director.

BOARD PRINCIPLES

We believe that organizations are better able to work effectively and with authenticity when they are led by boards that are:

- **Diverse:** The individual leaders who compose nonprofit boards are a reflection of an organization's values and beliefs about who should be empowered and entrusted with its most important decisions. We believe that all organizations can better achieve their missions by drawing on the skills, talents, and perspectives of a broader and more diverse range of leaders, and that the diversity of viewpoints that comes from different life experiences and cultural backgrounds strengthens board deliberations and decision-making.
- **Inclusive:** The most effective boards work to build a culture of trust, candor, and respect — none of which is possible without a culture of inclusion. Boards that cultivate an inclusive culture ensure that all board members are encouraged to bring their perspectives, identity, and life experience to their board service. An inclusive board culture welcomes and celebrates differences and ensures that all board members are equally engaged and invested, sharing power and responsibility for the organization's mission and the board's work.

Credibility and legitimacy are enhanced through board and leadership diversity and inclusiveness. There is a significant relationship between board and leadership diversity and inclusiveness and corporate performance therefore, the CVC will pursue a well-rounded, diverse, and credible approach to ensuring board and leadership diversity and to foster an environment of inclusiveness.

Legitimacy is enhanced through respected, experienced, senior leaders. To ensure that the strategy of diversity and inclusiveness of the organization is viewed as a legitimate process, all appointments will be made on merit.

Visibility is enhanced through the promotion of broad and common goals. Visibility enhances reputation. Diversity and inclusion imperatives are prominent on today's public stage and across industries. Going public with a board strategy of diversity and inclusiveness is a helpful step in holding ourselves accountable, setting an example, and providing thought leadership in the industry.

BOARD APPOINTMENT PROCESS

To achieve its diversity aspirations, the Board will:

- Ensure diverse viewpoints are represented, honored and respected on the board through gender, economic, racial, religious, and political diversity.
- Ensure the Board's composition considers the balance of skills, experience, knowledge, perspectives, independence and characteristics in alignment with the strategic needs of the CVC and the environment in which it operates.
- Identify suitable candidates for appointment to the Board considering candidates on merit against objective criteria, and with due regard for the benefits of diversity and inclusiveness on the team.