
WeGOJA Diversity and Inclusion Policy

The WeGOJA Foundation is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our board members invest in their volunteerism represents a significant part of not only our culture, but our reputation and organization's achievement as well.

We embrace and encourage our board's 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 members unique.

WeGOJA's diversity goals are applicable--but not limited--to our practices and policies on recruitment and selection of board members; intentional community engagement; professional development and training; marketing efforts; solicitation of community partners; the scholarship selection process; sponsorship opportunities; selection of WeGOJA-approved contractors and vendors; and, the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all board members and partners
- Teamwork and board member participation, permitting the representation of all groups and board members' perspectives.
- Work/life balance through flexible volunteer schedules to accommodate board members' varying needs.
- Collective Foundation and individual board member contributions to the communities we serve to promote a greater understanding and respect for diversity.

All board members of the WeGOJA foundation always have a responsibility to treat others with dignity and respect. All board members are expected to exhibit conduct that reflects inclusion while conducting business on behalf of WeGOJA Foundation at Foundation meetings and at other public Foundation sponsored and participative events. All board members are required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any board member found to have exhibited inappropriate conduct or behavior against others may be subject to disciplinary action.

Any board members who believe they have been subjected to any kind of discrimination that conflicts with the Foundation's diversity policy and initiatives should seek the assistance from a trusted board member.

Adopted **September 4, 2020**

The mission of WeGOJA is to support the efforts of the South Carolina African American Heritage Commission to identify and promote the preservation of historic sites, structures, buildings, and culture of the African American experience in South Carolina and to assist and enhance the efforts of the South Carolina Department of Archives and History.