

## **OPALCO DEI Statement – 2021**

OPALCO is committed to equity and inclusion in its nomination process for board candidates. A volunteer member-run Elections and Governance Committee (EGC) is responsible for cultivating qualified candidates for board elections; OPALCO staff and leadership are purposefully removed from the nominations process to keep it member-centric. There are openings on the EGC and OPALCO welcomes additional member volunteers who are willing to help in our efforts and, especially, those who can help to increase our reach to seek and encourage qualified candidates of all stripes.

OPALCO is an equal opportunity employer and works to maintain an organization that is welcoming to all. Diversity can include many different visible and invisible qualities beyond race and gender to include: age, culture, nationality, color, disability, sex, gender identity (including gender expression), veterans, religion, sexual orientation, marital status, family/parental status, income, language, and values/beliefs. We are listening and evaluating how we could improve in this area and are committed to participating in county-wide discussions about equity and inclusion in order to improve representation throughout our island communities.