The League of Women Voters Bylaws and Policies

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LEAGUE OF WOMEN VOTERS OF NAPERVILLE BYLAWS
(“Bylaws”)

Adopted June 2020

ARTICLE I
Name

Sec. 1. Name: The name of this organization shall be the League of Women Voters of Naperville, hereinafter referred to in these Bylaws as the “Naperville League”. This Naperville League is an integral part of the League of Women Voters of the United States, hereinafter referred to in these Bylaws as “LWVUS” and of the League of Women Voters of Illinois, hereinafter referred to in these Bylaws as “LWVIL”.

ARTICLE II
Purposes and Policy

Sec. 1. Purposes: The purposes of the Naperville League is to promote political responsibility through informed and active participation in government and to act on selected governmental issues.

Sec. 2. Political Policy: The Naperville League shall not support or oppose any political party or any candidate.

ARTICLE III
Membership

Sec. 1. Eligibility: Any person who subscribes to the purposes and policy of the League shall be eligible for membership.

Sec. 2. Types of Membership:
   A. Voting Members: Persons at least 16 years of age who join the League shall be voting members of the local League, the LWVIL and the LWVUS as follows:
      (1) Individuals who live within an area of a local League may join that League or any other local League;
      (2) Those who reside outside the area of any local League may join a local League or shall be state members-at-large (i.e., a member who resides outside the area of, and is not enrolled in, a local League).
      (3) Those who have been members of the League for 50 years or more shall be “Life Members” and shall thereafter be excused from the payment of dues.

   B. Associate Members. All others who join the League shall be “Associate Members”.

ARTICLE IV
Board of Directors
Sec. 1. **Number, Manner of Selection and Term of Office**: The Board of Directors shall consist of four officers of the Naperville League (i.e., President, Vice President, Secretary and Treasurer), and not more than six elected Directors and not more than six appointed Directors. One-half of the elected Directors shall be elected by the general membership at each Annual Meeting (as defined in Article VII, Section 2) and shall serve for a term of two years. The elected members of the Board shall appoint such additional Directors, not exceeding six, as they deem necessary to carry on the work of the Naperville League. The terms of office of the appointed Directors shall be one year and shall expire at the conclusion of the next Annual Meeting.

Sec. 2. **Qualifications**: No person shall be elected or appointed or shall continue to serve as a Director of the Naperville League unless such person is a voting member of the Naperville League.

Sec. 3. **Vacancies**: Any vacancy occurring on the Board of Directors by reason of the resignation, death, or disqualification of a Director may be filled, until the next Annual Meeting, by a majority vote of the remaining members of the Board of Directors.

Sec. 4. **Powers and Duties**: In accordance with these Bylaws, the Board of Directors shall have control of the property and business of the Naperville League, with full power and authority to manage and conduct same. The Board shall plan and direct the work necessary to carry out the Program (as defined in Article IX, Section 2) as adopted by the National Convention (as defined in Article X, Section 1), State Convention (as defined in Article X, Section 2) and the Annual Meeting. Board members are responsible for specific committees and/or Programs. The Board shall create and designate such special committees and committee members as it may deem necessary. The Board may suspend or remove from membership any member for any conduct that tends to injure the Naperville League, the LWVIL or the LWVUS or to adversely affect its reputation or that is contrary to or destructive to its mission according to these Bylaws, with action taken following policies and procedures adopted by the Board.

Sec. 5. **Meetings**:

A. **Regular Meetings**: There shall be at least six regular meetings of the Board of Directors per Fiscal Year at such time and place as may be designated by the Board.

B. **Special Meetings**: Special meetings of the Board may be called by the President, or upon the written request of any five members of the Board, the President shall call a special meeting, at such time and place as may be designated by the President, provided at least 7 calendar days notice of the meeting and its agenda have been given to Board members.

C. **Means of Participation**: The Board may permit any or all members to participate in a meeting by, or conduct the meeting through, electronic means, such as, by way of example, telephone conference call, video conferencing or email. Participation by such means shall constitute presence in person at the meeting.

D. **Voting Between Meetings**: Between meetings of the Board, a vote may be taken at the request of the President on any question submitted to all voting members of the Board, provided that every voting member of the Board shall have an opportunity to vote on the question submitted. If a quorum is present, the votes shall be counted and shall have the same effect as if cast at a Board meeting. The result of the vote shall be recorded in the minutes of the next Board meeting.
E. Absences. In the event a member of the Board is absent from 20% of the regular meetings of the Board in one Fiscal Year, without excuse, that office shall be deemed vacant.

Sec. 6. Quorum: A majority of the members of the Board of Directors shall constitute a quorum. In the presence of a quorum, a majority of members in attendance at any Board meeting shall decide its action.

ARTICLE V
Officers and Directors

Sec. 1. Officers:
A. The elected officers of the Naperville League shall be a President, a Vice President, a Secretary, and a Treasurer, each of whom shall be elected for a term of two years by the general membership at the Annual Meeting and take office immediately. The President and the Secretary shall be elected in even numbered years; the Vice President and the Treasurer shall be elected in odd numbered years.
B. Appointed offices shall be appointed by the President with the consent of the Board.
C. Each office may be filled by an officer or co-officers.
D. No officer shall hold the same elected office for more than three consecutive terms, and no officer shall hold more than one elected office at the same time.

Sec. 2. Qualifications: No person shall be elected or appointed or shall continue to serve as an officer of the Naperville League unless such person is a voting member of the Naperville League.

Sec 3. Vacancies: Any vacancy of an elected officer by reason of the resignation, death, or disqualification of an officer shall be filled, until the next Annual Meeting, by a majority vote of the Board of Directors.

Sec 4. Powers and Duties:
A. Officers: Officers shall perform the duties described in these Bylaws, and in the policies and procedures established by the Naperville Board, the LWVUS and the LWVIL.
B. The President: The President shall be the official spokesperson of the Naperville League and shall preside at all meetings of the Naperville League and of the Board of Directors. The President may, in the absence or disability of the Treasurer, sign or endorse checks, drafts, or notes. The President shall be, ex officio, a member of all committees except the Nominating Committee. The President, or other member of the Board designated by the President, shall sign all contracts and other instruments when so authorized by the Board. The President shall have such usual powers of supervision and management as pertain to the office of the President and perform such other duties as may be designated by the Board.
C. The Vice President: The Vice President, in the absence, disability, or death of the President or both Co-Presidents, as the case may be, shall possess all the powers and perform all of the duties of that office, until such time as the Board of Directors shall select one of its members to fill the vacancy. The Vice President shall perform such other duties as the President and Board may designate.
D. The Secretary: The Secretary shall keep minutes of all meetings of the Naperville League and of all meetings of the Board of Directors. The Secretary shall notify all officers and directors of their elections. The Secretary shall perform other functions as may be incident to the office. The Secretary shall keep the archives of Naperville League materials including, but not limited to, the political activity policy, current bylaws, local Program positions, and
Annual Meeting packets. Archived minutes of the Board meetings may be routinely deleted after eight years.

E. **The Treasurer:** The Treasurer shall collect, receive and distribute all funds of the Naperville League. The Treasurer shall be the custodian of these funds, shall deposit them in a bank designated by the Board of Directors, shall disburse the same only upon order of the Board, and shall be responsible for maintaining the roster manager portal as prescribed by the LWVUS. The Treasurer shall present statements of an accounting of the funds to the Board at its regular meetings and an annual report at the Annual Meeting.

Section 5. **Removal of Officers and Directors.** An officer or a director may be removed for a violation of the Naperville League Bylaws or policies by a two-thirds vote at a meeting of the Board.

**ARTICLE VI**

**Financial Administration**

Sec. 1. **Fiscal Year:** The Fiscal Year of the Naperville League shall commence on the first day of July each year.

Sec. 2. **Dues:** Dues shall be payable on the first day of July. The amount of dues shall not be less than the Per Member Payment. Any member who fails to pay dues within two months after they become payable may be dropped from the membership rolls at the discretion of the Treasurer and the Membership Director. The exact amount of dues shall be recommended by the Board and determined by vote of the membership at the Annual Meeting.

Sec. 3. **Dues for Special Membership Categories:**

A. **Household:** When two members or more reside at the same address and in a common household, the family dues shall be equal to the dues of a single member plus one-half of the dues of a single member for each additional member of the household.

B. **Life Members:** Shall be excused from the payment of all dues.

C. **Students:** Dues for full-time students shall not be less than the student Per Member Payment due LWVUS and LWVIL.

D. **Associate Members:** Dues for Associate Members shall be at the level established for voting members of the Naperville League.

Sec. 4. **Budget:** A “Budget” for the ensuing Fiscal Year shall be submitted by the Board of Directors at the Annual Meeting for adoption by membership. The Budget shall include funds for the work of the Naperville League.

Sec. 5. **Budget Committee:** A Budget Committee shall be appointed by the Board of Directors at least two months prior to the Annual Meeting to prepare a budget for the ensuing Fiscal Year. The proposed budget shall be sent to all members at least 14 days before the Annual Meeting. The Treasurer shall not be eligible to serve as chairman of the Budget Committee.

Sec. 6. **Auditing:** The books of the Treasurer shall be closed for the purpose of an audit at the end of the Fiscal Year and at any time during the Fiscal Year when there is a change of Treasurer.
Sec. 7. **Distribution of Funds on Dissolution**: In the event of dissolution for any cause of the Naperville League, all monies and securities owned by the Naperville League shall be paid to the LWVIL after Per Member Payments to LWVUS and LWVIL and other financial obligations have been met.

ARTICLE VII
Meetings

Sec. 1. **Membership Meetings**: There shall be at least one general meeting of the membership each year. Time, date and place shall be determined by the Board of Directors.

Sec. 2. **Annual Meeting**: The Naperville League shall have at least one regular meeting each Fiscal Year, to be known as the “Annual Meeting”, to conduct the business of the Naperville League: adoption of a local Program for the ensuing Fiscal Year, election of officers and directors, adoption of a Budget, vote on Bylaw changes, and transaction of such other business as may properly come before it. The time, date and place of the Annual Meeting shall be set by the Board.

Sec. 3. **Quorum**: Ten percent of the total membership entitled to vote shall constitute a quorum at all general meetings and the Annual Meeting of the Naperville League.

ARTICLE VIII
Nominations and Elections

Sec. 1. **Nominating Committee**: The Nominating Committee shall consist of four members: the chairman and two members (which 2 members shall not be members of the Board of Directors) shall be elected at the Annual Meeting; and one member (who shall be a member of the Board of Directors) shall be appointed by the Board of Directors immediately following the Annual Meeting. Any vacancy on the Nominating Committee shall be filled by the Board of Directors. Suggestions for the nomination for officers and directors may be sent to the Nominating Committee by any member of the Naperville League.

Sec. 2. **Report of Nominating Committee and Nominations from the Floor**: The report of the Nominating Committee of its nominations for officers, directors, and the members of the succeeding Nominating Committee shall be sent to all members at least one month before the date of the Annual Meeting. Immediately following the presentation of the Nominating Committee report, nominations may be made from the floor by any member, providing the consent of the nominee shall have been secured.

Sec. 3. **Elections**: The election of officers shall be held at the Annual Meeting, and shall be by ballot, provided that when there is only one nominee for a given office, the Secretary may be instructed to cast the ballot for such nominee. A majority vote of those present and qualified to vote and voting shall constitute an election. Absentee or proxy voting shall not be permitted.

ARTICLE IX
Local Program

Sec. 1. **Authorization**: The governmental principles adopted by the National Convention, and supported by the Naperville League, constitute the authorization for the adoption of the Program.
Sec. 2. **Program**: The “Program” of the Naperville League shall consist of those governmental issues chosen by members at the Annual Meeting for concerted study and action.

Sec. 3. **The Annual Meeting shall act upon the Program using the following procedures:**
- The voting members may make recommendations to the Board of Directors at least two months before the Annual Meeting.
- The Board of Directors shall consider these recommendations and shall formulate a proposed Program.
- The proposed Program shall be sent to all members at least 14 days before the Annual Meeting.
- A majority vote of voting members present and voting at the Annual Meeting shall be required for adoption of subjects in the proposed Program as presented at the Annual Meeting by the Board of Directors.
- Suggestions for Program items made by members but not recommended by the Board may be considered at the Annual Meeting provided that the Board is notified at least 14 days prior to the Annual Meeting that the item will be proposed.
- A majority vote of voting members present and voting at the Annual Meeting shall be required for adoption of an item not recommended by the Board.

Sec. 4. **Changes in the Program**: When deemed necessary by the Board, changes in the Program may be made provided that: information concerning the proposed changes in the Program has been sent to all members at least 14 days prior to a general membership meeting at which the changes are to be discussed, and final action by the membership is taken at a succeeding general meeting.

Sec. 5. **Member Action**: Members may act in the name of the Naperville League only when authorized to do so by the Board of Directors. When acting in the name of the Naperville League, a member must act in conformity with, and not contrary to, a position taken by the Naperville League, the LWVIL or the LWVUS. The name and logo of the Naperville League may be used only by members of the Naperville League and only in accordance with the policies and procedures established by the Board.

**ARTICLE X**
National Convention and State Convention

Sec. 1. **National Convention**: The Board of Directors (at a meeting before the date on which the names of delegates must be sent to the LWVUS) shall select delegates to the National Convention in the number allotted the Naperville League under the provisions of the Bylaws of the LWVUS.

Sec. 2. **State Convention**: The Board of Directors (at a meeting before the date on which the names of delegates must be sent to the LWVIL) shall select delegates to the State Convention in the number allotted the Naperville League under the provisions of the Bylaws of the LWVIL.

**ARTICLE XI**
Parliamentary Authority

Sec. 1. **Parliamentary Authority**: The rules contained in the most current edition of Robert’s Rules of Order Newly Revised shall govern the Naperville League in all cases to which they are applicable and in which they are not inconsistent with these Bylaws or the requirements of the LWVUS, LWVIL, or applicable laws.
ARTICLE XII
Amendments

Sec. 1. Amendments:

A. Not Mandated by LWVUS: These Bylaws may be amended by the two-thirds vote of voting members present and voting at the Annual Meeting, provided proposed amendments were submitted to the entire membership in writing at least one month in advance of the Annual Meeting.

B. Mandated by LWVUS: LWVUS-mandated amendments shall be implemented by the Naperville Board without a vote of the Naperville League membership and as prescribed by the LWVUS Board of Directors.

C. Mandated by LWVIL: LWVIL-mandated amendments shall be implemented by the Naperville Board without a vote of the Naperville League membership and as prescribed by the LWVIL Board of Directors.

ARTICLE XIII
Committees

Section 1. Committees. The President may establish standing and special committees as needed with the consent of the Board.

Section 2. Purpose. With the approval of the Board, each standing and special committee shall formulate programs and activities to carry out the mission of the Naperville League.

ARTICLE XIV
Indemnification

To the maximum extent permitted by law, the Naperville League shall indemnify each person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative, by reason of the fact that such person is or was a member of the Board, an officer or a committee member of the Naperville League, against all reasonably incurred expenses and liabilities, including without limitation, counsel fees, judgments, fines, excise taxes, penalties and settlement payments, incurred by or imposed upon such person, if such person acted in good faith and in a manner such person reasonably believed to be in, or not opposed to, the best interests of the Naperville League. Notwithstanding the foregoing, (a) no indemnification shall be provided for any such person with respect to any matter as to which such person shall have been finally adjudicated in any proceeding not to have acted in good faith in the reasonable belief that such action was in, or not opposed to, the best interests of the Naperville League; and (b) any compromise or settlement payment shall be approved by a majority vote of a quorum of the directors who are not at that time parties to such action, suit or proceeding.

Such indemnification shall inure to the benefit of the heirs, executors and administrators of persons entitled to indemnification hereunder. The right of indemnification under this Article shall be in addition to and not exclusive of all other rights to which any person may be entitled. No amendment or repeal of the provisions of this Article which adversely affects the right of an indemnified person under this Article
shall apply to such person with respect to those acts or omissions which occurred at any time prior to such amendment or repeal, unless such amendment or repeal was voted by or was made with the written consent of such indemnified person.
THE LEAGUE OF WOMEN VOTERS OF NAPERVILLE

POLICIES AND PROCEDURES

POLITICAL (NONPARTISAN) ACTIVITY POLICY

Statement of Policy
The purpose of the League of Women Voters is to promote political responsibility through informed and active participation of citizens in government, and to influence public policy through education and advocacy. The League is a non-partisan political organization. It is non-partisan in that it does not support or oppose any candidate or political party. It is political in that it may act on those government issues selected by its members on which a position has been reached through study and member agreement.

Purpose of Policy
The League must be non-partisan so that:
- its position on an issue can be readily accepted as unbiased and independent;
- it will not be obligated to any political party or faction;
- it can seek solutions in the public interest on the basis of fresh inquiry and objective study;
- its voter service work will have wide public acceptance and trust;
- its membership can appeal to individuals of varying political views.

Guidelines for the General Membership
The League believes that participation in the activities of the nation’s political parties is an essential ingredient of citizen responsibility, and urges its members to work in the party of their choice. Accordingly, all members, other than board members, are encouraged to participate in any political party, or any government activity, to the fullest degree, provided that they act as individuals and not in the name of the League.

Guidelines for Board Members
No board member shall hold or run for an elected partisan public office. A Board member must resign from the Board in order to run for office and may be reinstated if the public office is not gained. A Board member may run for or hold a local non-partisan elective office, after consultation with and approval by the LWV Naperville Board.

Public Boards, Commissions, Committees
Any board member may accept appointment to a public board, commission, or committee. If a conflict arises between the official position of the board, commission, or committee and the position of the League, the League shall review the conflict and decide upon a course of action that would clarify the League’s position publicly.
Partisan Activities
Any board member may serve as an election judge or poll watcher.

Support of Candidates for Public Office
Board members may support candidates of their choice, so long as they do so as individuals and not in the name of the League.

A Board member shall not chair a political campaign or administer fundraising for a political campaign, chair a campaign event or be a spokesperson in the campaign of a candidate for a partisan office at any level of government. All Board members may attend information-giving political events.

Board members, with the exception of the PRESIDENT, VICE-PRESIDENT AND VOTER SERVICE CHAIR(s) and OTHER BOARD MEMBERS (who at the time are in more publicly-sensitive positions, as defined by the board), may:

● Engage in political activity not in conflict with their portfolios.
● Sign and circulate a petition to have a candidate’s name placed on a ballot. (May NOT be circulated at a League meeting.)
● Display candidates’ signs in their yards.
● Accept a nonpolitical appointed office.
● Contribute money to a candidate’s campaign.
● Serve in discreet campaign activity, such as clerical.
● Serve on a local, nonpartisan elected board, such as school or parks.

The board must make sure the community, as well as League members, does not infer that the League is supporting or opposing a certain political party or any candidate. A board member shall consult with the board to determine if there is a conflict of interest.

At League-sponsored public events during a political campaign, excluding candidate forums, candidates for public office should not be featured speakers.

The political activities of a spouse or relative of President, Second Vice President and Voter Services Committee Chairperson is considered separate and distinct from the activities of the Board member. Should a Board member’s spouse or family member run for public office, the Board will consult with the state League about the level of involvement in the campaign.

Membership in a Political Party
A board member may join a political party and attend any meeting of that party, but may not serve in an official position of that party. The President, Vice President and the Voter Service Chair, however, may not hold office or work publicly in a political party or organization during their term of office.

Public Issues
Board members, as individuals, are free to sign petitions or otherwise speak publicly for or against an issue. During League study of an issue before a position has been reached, all members shall refrain from
making any public statements for or against the issue in the name of the League. After the League position has been reached, the President and any member identifying himself or herself as a member of the League may speak or testify publicly at meetings or hearings only in agreement with the League’s position.

Resignations
If a board member chooses to engage in political activity beyond the extent defined in the guidelines and resigns from the board, the resignation shall be publicized. Care shall be taken that the publicity does not create a partisan impression. After the partisan activity is completed, the resigned member may again serve on the board.

Interpretation
In situations not specifically covered in this policy statement, each board member shall use discretion, keeping in mind the reasons for and the spirit of the League’s non-partisan character. The ultimate responsibility for the interpretation of this policy rests with the Board of Directors.

Political Activity Policy Committee
This political activity policy shall be reviewed annually by a committee appointed by the president, as required by LWV of Illinois.

Revised 12/4/19 and passed unanimously by the board.
THE LEAGUE OF WOMEN VOTERS OF NAPERVILLE

MEMBER CODE OF CONDUCT

As a member of the League of Women Voters of Naperville, you agree to abide by our Member Code of Conduct.

PURPOSE

As we join together to advance the work of LWV Naperville, we believe it is important to establish a Member Code of Conduct so that we have a common understanding and shared expectation of how we, a collective of individual members, will operate in the best interest of the organization.

CODE

All members who join LWV Naperville agree to the following:

- Abide by the rules of the LWV Naperville as set out in its Bylaws,
- Uphold the mission and shared values of our local, state and national Leagues;
- Uphold the reputation and good standing of LWV Naperville;
- Act with integrity, show respect to others, and value alternative points of view;
- Refrain from any behaviors or actions that are harassing, physically threatening, or physically or verbally abusive toward any LWV member, employee of LWV, or any attendee at any LWV sponsored function or event;
- Do not commit LWV Naperville to any action unless authorized to do so;
- Refrain from making any statement on behalf of LWV Naperville or purport to represent LWV Naperville through any public medium, including digital social media, unless specifically authorized to do so by LWV Naperville’s President;
- Act within the boundaries of relevant legislation;
- Refrain from using the position of membership to unfairly benefit themselves;
- Pay membership fees on a timely basis as part of continued membership.

LWV Naperville reserves the right to review any membership for validity and conformity to the Code of Conduct and other applicable policies. If a member fails to meet the expectations in this Code of Conduct or other applicable policies, LWV Naperville, in its sole discretion, will decide on the appropriate action to take, up to and including disassociation of membership.

LWV Naperville reserves the right to update, replace or rescind this Member Code of Conduct policy as well as develop additional policies as may be warranted. By applying for membership with LWV Naperville, members indicate acceptance and agreement with these terms of membership.

Adopted by Board
POLICIES AND PROCEDURES FOR NOMINATING COMMITTEE OF THE LEAGUE OF WOMEN VOTERS OF NAPERVILLE

The Nominating Committee and Board are designed to work as checks and balances on each other. These are not two disconnected, isolated entities. They work together.

The Board should provide guidance to the committee in the form of policies and procedures. These policies and procedures should be based on successful practices and customary practices that align with the bylaws of the League of Women Voters of Naperville.

League of Women Voters of Naperville has traditionally begun the nominating process with a meeting between the Nominating Committee Chairperson and the League of Women Voters of Naperville President to begin cooperatively collecting potential names for a slate of candidates.

The Board of the League of Women Voters of Naperville will define the policies and procedures of the Nominating Committee within the scope of the bylaws of the League of Women Voters of Naperville.

1. The Nominating Committee chairperson will organize and call the meetings of the Nominating Committee.
2. The Nominating Committee chairperson will be responsible for communicating with the Board of Directors.
3. Working with the Board, the Nominating Committee will determine which offices need to be filled.
4. The Nominating Committee will ask incumbents if they would like to stay on in their positions.
5. The Nominating Committee will review the names of LWV Naperville members and find the best qualified candidates for the open positions.
   - If there is a need for a job description, the committee may request a job description from the incumbent or the Secretary.
   - If the Nominating Committee is unable to agree on a particular nominee, that nominee will be decided by a majority vote of the LWVN Board.
6. The Nominating Committee will contact the selected candidates and ask if they wish to be nominated.
7. The social media chair and newsletter chairperson will send an open solicitation for nominees to all League members. Nomination replies will be sent to the chairperson of the Nominating Committee.
8. The Nominating Committee chairperson will review the slate of candidates with the Board of Directors at a Board meeting.
9. If there are any unfilled offices, the Board of Directors will work in conjunction with the Nominating Committee to fill those offices.

10. The Nominating Committee will report the slate of candidates to the Annual Meeting committee to be included in the Annual Meeting packet.

11. As part of the Annual Meeting program, the president will ask for nominations from the floor. Nominations will be accepted with the consent of the nominee.

12. All members of the Nominating Committee must be members in good standing of the League of Women Voters of Naperville.

Any questions or disagreements of the nominating committee will be resolved by the Board of Directors of the League of Women Voters of Naperville.

Proposed May 2020
THE LEAGUE OF WOMEN VOTERS OF NAPERVILLE

DIVERSITY, EQUITY AND INCLUSION POLICY

LWV Naperville is an organization fully committed to diversity, equity, and inclusion in principle and in practice. Diversity, equity, and inclusion are central to the organization’s current and future success in engaging all individuals, households, communities, and policy makers in creating a more perfect democracy.

There shall be no barriers to full participation in this organization on the basis of gender, gender identity, ethnicity, race, native or indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socioeconomic status, language, accent, ability status, mental health, educational level or background, geography, nationality, work style, work experience, job role function, thinking style, personality type, physical appearance, political perspective or affiliation and/or any other characteristic that can be identified as recognizing or illustrating diversity."

Adopted by Board