

Bucks County Community College Foundation
Board Diversity Policy

The Bucks County Community College Foundation (hereinafter referred to as the “Foundation”) believes in the strength of diversity and values the benefits of inclusion that can meaningfully add to our efforts and its Board of Directors. Diversity reflects the real environment in which we operate and through the inclusion of all available talent facilitates healthy debate, free of conscious or unconscious bias and discrimination, as to how we can better support the varied stakeholders in the college and community. Further, the promotion of a diverse Board supports improved governance as divergent backgrounds and perspectives should help to yield innovative ways to deal with emerging challenges.

The Foundation seeks to maintain a Board comprised of highly talented and dedicated directors that exemplifies our support of diversity and inclusion practices. The skills and backgrounds collectively represented on the Board should reflect the diverse nature of the business environment in which the Foundation operates. For purposes of Board composition, diversity includes, but is not limited to, professional experience, education, national origin, age, gender, ethnicity, family or marital status, gender identity or expression, disability, physical and mental ability, sexual orientation, political affiliation, religion, socio-economic status, location of residence, and veteran status.. When assessing Board composition or identifying suitable candidates for appointment or re-election to the Board, the Foundation will consider candidates on merit against objective criteria having due regard to the benefits of diversity and the needs of the Board.

The Foundation believes promotion of diversity is best served through careful consideration of all of the knowledge, experience, skills and backgrounds of each individual candidate for director in light of the needs of the Board without focusing on a single diversity characteristic and, accordingly, has not adopted targets regarding gender or other diversity on the Board. The Foundation will periodically assess the expertise, experience, skills and backgrounds of its directors in light of the needs of the Board, including the extent to which the current composition of the Board reflects a diverse mix of knowledge, experience, skills and backgrounds.

Annually, the Foundation’s Board Development Committee will review this policy and assess its effectiveness in promoting a diverse and inclusive Board.