

DIVERSITY POLICY OF THE ALLIANCE FOR EYE AND VISION RESEARCH

The Alliance for Eye and Vision Research (AEVR) is committed to a diverse, inclusive, and equitable environment where all Board members, staff, volunteers, and members feel respected and valued regardless of gender, age, race, ethnicity, national origin, sexual orientation or identity, disability, education, or any other bias.

As part of the mission of AEVR is to achieve the best eye and vision care for all Americans, science is at its best when scientists work collaboratively without restriction or limitations and AEVR is at its best when facilitating this work in an organization that is committed to a diverse, inclusive, and equitable environment. Our collective sum of individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities and talent that Board members, staff, volunteers, and members invest in their work represents a significant part of not only our culture, but our reputation and AEVR's mission.

We value and embrace our Board members, staff, volunteers, and 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 AEVR Board members, staff, volunteers, and members unique. We strive to maintain our differences during all organizational endeavors. As such, AEVR is committed to being nondiscriminatory and providing equal opportunities for employment, volunteering, and advancement throughout all of its activities.

AEVR values an informed organization premised upon diversity, inclusion, and equity and therefore commits to:

- Valuing diversity, inclusion, and equity as connected to our mission and critical to ensure the well-being of our staff, members, and those we serve.
- Eliminating any inequities within our policies, systems, programs, and services, and continually updating and documenting our progress.
- Improving our cultural leadership pipeline by creating and supporting programs and policies that foster leadership that reflects the diversity of our society.
- Leading with respect and tolerance and encouraging all employees and volunteers to express this in their work within our organization.
- Committing time and resources to expand more diverse leadership within our Board, staff, and committee/advisory bodies.
- Practicing and encouraging transparent communication in all interactions.

All Board members, staff, volunteers, and members have a responsibility to treat others with dignity and respect at all times and therefore are expected to exhibit conduct that reflects inclusion during all AEVR functions and activities, including at the office and during meetings and events. As part of this commitment, all Board members and staff will certify that they have had implicit or unconscious bias training prior to taking their leadership position.

Any staff member found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action pursuant to AEVR policies. Staff members who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

This policy supersedes all other diversity language in individual AEVR policies.

Adopted: November 6, 2020