Lifebanc, a nonprofit and mission-driven organization, is committed to diversity and inclusion in the workplace and in the communities it serves. As a three-time winner in this category, Lifebanc has been inducted into the Commission’s Hall of Fame (see Page 10).

Effective communication, outreach and connection with all groups is critical to accomplishing its organizational goals. To reach those goals, Lifebanc created an administrative structure that reflects the communities it serves.

The organization’s Board of Directors is made up of a diverse group of leaders in terms of personal and professional experience, age, sex and ethnicity. The composition of its volunteer leadership is one critical example of Lifebanc’s success in building strong relationships with the communities it serves.

Twenty-five percent of board members (five of 20 individuals) is racially diverse, compared to the nonprofit average of 15.5 percent.

**Initiatives that support board diversity include:**

- The by-laws encourage the Board of Directors to take on key community leadership roles to promote a strong network for inclusion and diversity.
- Lifebanc is one of the first nonprofit organ procurement organizations in the country to create a Diversity Committee as part of the Board structure. The Diversity Committee, which meets and reports quarterly, is comprised of Lifebanc leadership team and staff members, community supporters/leaders, and board members. The committee chairperson is a board member and is responsible to carry communication among the leadership, board committees, staff and community.
- In 2013, the Diversity Committee created a separate charter to ensure that its goals and members were aligned with the strategic plan and mission of Lifebanc. Committee members host and participate in events each year to promote diversity. Lifebanc’s signature multicultural events have included step-shows featuring African American sororities and fraternities, pastoral luncheons with Northeast Ohio’s religious leaders, and Donor Sabbath programs.
- Lifebanc works with Business Volunteers Unlimited and The Diversity Center of Northeast Ohio, along with networks and workplace partners within our community, to maintain a diverse and inclusive board.
- The Governance Committee meets three to four times a year to discuss board member responsibility, new members and officer succession planning. The Committee reviews a scorecard that outlines parameters board members are expected to meet to help evaluate candidacy for all open positions and appointments of officers. In 2013, Lifebanc created a matrix that includes all members, their strengths and expertise they bring to Lifebanc and the location where they live or work.
- Board members are expected to introduce the mission of Lifebanc to their corporate and social networks to build the diverse community contacts that allow the organization to fully serve the population of Northeast Ohio.

“Lifebanc is committed to a diverse and inclusive work environment. We recognize that diversity is crucial to the success of our organization and seek to develop strategies to ensure that our workforce is reflective of the community population. In addition, Lifebanc supports diversity initiatives within the organization that serve to educate our staff members and highlight their broad range of perspectives.”

Gordon R. Bowen
Chief Executive Officer
Lifebanc