

HASS AVOCADO BOARD
DIVERSITY OUTREACH PLAN & POLICY

I. DIVERSITY OUTREACH PLAN

The goal is to have the composition of the Hass Avocado Board (HAB) reflect the demographics of the avocado industry, while supporting and encouraging its diversity policy. The HAB will make every effort to emphasize the selection of qualified persons for Board and committee positions without regard to race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, and marital or family status or other basis protected by law. When necessary, the HAB will reasonably accommodate persons with disabilities if the person is otherwise qualified to safely perform all of the essential functions of the position.

II. DIVERSITY POLICY

To ensure diversity, the HAB adopts the following policy:

The Hass Avocado Board's programs are open to all individuals without regard to race, color, national origin, sex, religion, age, disability, political beliefs, sexual orientation, and marital or family status or other basis protected by law; and it is the HAB's policy that membership on the Board and its committees reflect the diversity of individuals served by its programs. It is therefore the HAB's policy to have industry representatives from diverse backgrounds on the Board and committees. To this end, the HAB strongly encourages women, minorities, and persons with disabilities to seek nominations to the Board and committees, and to participate in Board and committee activities.

III. ACTION PLAN & STRATEGIES

To ensure diversity, the Hass Avocado Board will implement the following:

1. The HAB's Diversity Outreach Plan will be carried out by Board members under the direct supervision of the Chairman of the Board. HAB Board members and committee members will be briefed on the Plan and directed to work for its successful implementation.
 2. The HAB will issue a press release announcing its diversity policy and the adoption and implementation of the Diversity Outreach Plan.
 3. The HAB will annually publish a statement in its newsletter encouraging diversity in Board and committee nominations and outlining the HAB's diversity policy in advance of Board elections. Furthermore, the HAB shall seek to place in avocado industry publications and on its website, notices relating to diversity on the HAB.
 4. The HAB will continue to monitor the level of diversity on the Board and committees; establish evaluation benchmarks to ensure the diversity policy is communicated to those in the industry; and keep the USDA informed.
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