



Joliet Region Chamber of Commerce & Industry DEI Council

Member Lunch - April 20, 2023:
Diversity, Equity & Inclusion Update

Why?

- The Council was formed in the summer of 2020 after the region experienced social unrest following the death of George Floyd.
- Ensure our business community offers a diverse, equitable and inclusive environment.
- Offer chamber membership a resource of best DEI practices.

Founding Chair Mike Clark

- Took the role of Chair without hesitation.
- Believed in not only speaking up about DEI but being an active participant in change.
- President of the Joliet branch of the NAACP since 2013.
- Past Chairman of the Chamber's African American Business Association.
- Board member of the Joliet Historical Museum and intent on ensuring that the programming at the Old Joliet Prison was safe, honest and sensitive to the communities that had been affected by the prison industrial complex.
- Appointed by Governor Pritzker to the Illinois State Police Merit Board where he served as Chairman.

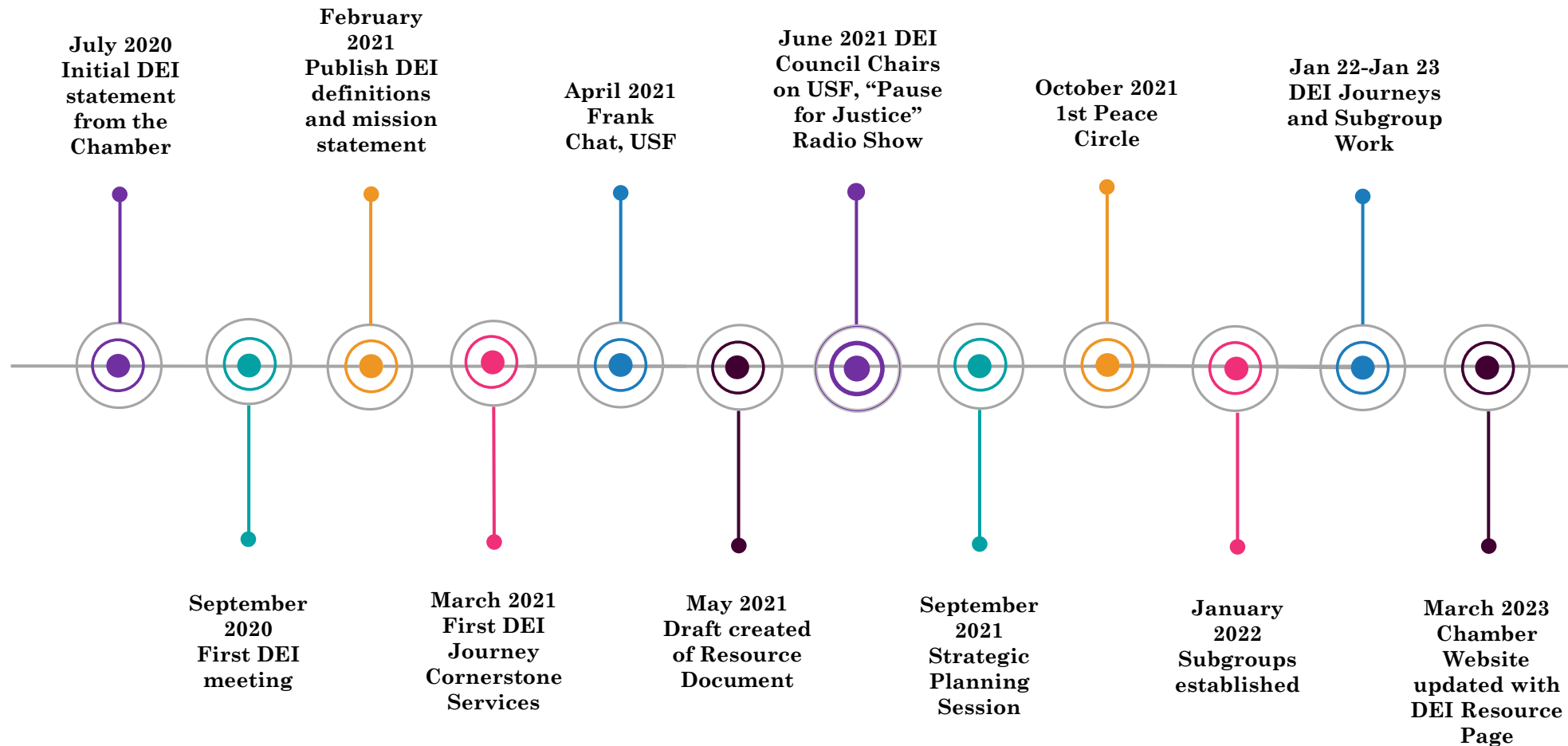


DEI Council Members

- Jen Howard, Joliet Region Chamber of Commerce
- Kristen R. Hamilton, Hamilton Consulting Engineers, Inc., Co-Chair
- Dr. Escortina Ervin, Joliet Junior College, Co-Chair
- Kristen Agnew, Cornerstone Services
- Verenise Alvarez-Gloria, Joliet School District 86
- Troy Cicero, MulticultuReal Communications, Inc
- Marcie Flores, Joliet Township High School District 204
- Pam Heavens, UCP-Center for Disability Services
- Mai Hill, Joliet Pride Network
- Brian McDaniel, American Red Cross
- Leslie Newbon, Silver Cross Hospital
- Greg Peerbolte Joliet Area Historical Museum
- Meghan Preston, Voorn, Jaworski & Preston, PLLC
- Shykira Richards, Youth Guidance
- Aracely Rubio, Greater Joliet Area YMCA
- Michael Smith, Joliet Pride Network
- Ted Winfrey, ExxonMobil Corporation

Historical Incremental Success

(chart some of the incremental success for the DEI council)



Joliet Chamber of Commerce Website



Joliet Region Chamber of Commerce
Diversity | Equity | Inclusion
Council

What is Diversity, Equity and Inclusion (DEI)?

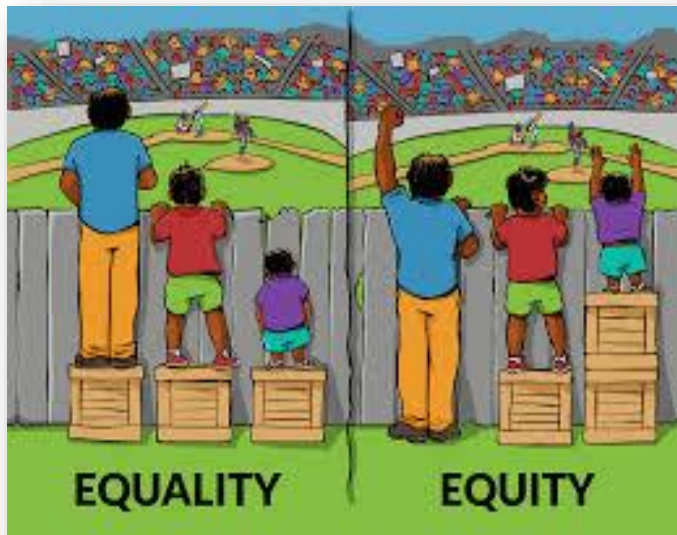


Diversity, Equity and Inclusion

Diversity is all
of US



What is Equity?



Equity is ensuring access, opportunity for success, and providing resources for everyone. We do not all need the same level of support.

What is Inclusion?

Inclusion is
the outcome



Why is DEI Important?

LinkedIn's *Why Is Diversity and Inclusion Important?* report that **diverse companies yield a 2.5x higher cash flow.**²

THE VALUE OF BELONGING AT WORK

Employees who feel a strong sense of belonging perform better and stay longer than employees who lack that feeling.



lower
turnover risk



fewer sick
days used



Increase
in job
performance



Source: *The Value of Belonging at Work: New Frontiers for Inclusion in 2021 and Beyond*, BetterUp.

How Do You Build that Sense of Belonging?

‘A sense of belonging really comes down to whether or not you have the trust of your employees.’

- Ola Snow

Joliet Population



| City of Joliet | 2000 | 2010 | 2020 | 2010 to 2020 Growth |
|-------------------------|----------------|----------------|----------------|---------------------|
| Hispanic or Latino | 19,552 | 41,042 | 50,510 | 23.1% |
| Not Hispanic or Latino | 86,669 | 106,391 | 99,852 | -6.1% |
| Total Population | 106,221 | 147,433 | 150,362 | 2.0% |

158% growth in 20 years

How Can I Incorporate DEI in My Organization?

Beginning Strategies

- Determine your capacity
 - Leadership commitment to DEI
 - Financial capacity
 - Resource capacity (people, technology, trainers, material, etc.)
- Determine the stage of your organizations DEI journey
- Identify what your organization's DEI needs are
- Create a DEI plan
 - Implement, track, report and assess progress

Joliet Junior College's DEI Journey

Leadership responded to the voices of its employees



Joliet Junior College's DEI Journey

- Campus climate assessment
- Created a DEI Plan
- Hired Executive Director of DEI reporting directly to the President and on the Cabinet
- Established a DEI Department
- Established a budget for DEI programming and initiatives
- DEI Plan is incorporated in the institutional strategic plan

DEI Programming and Initiatives



Peace Circle Training

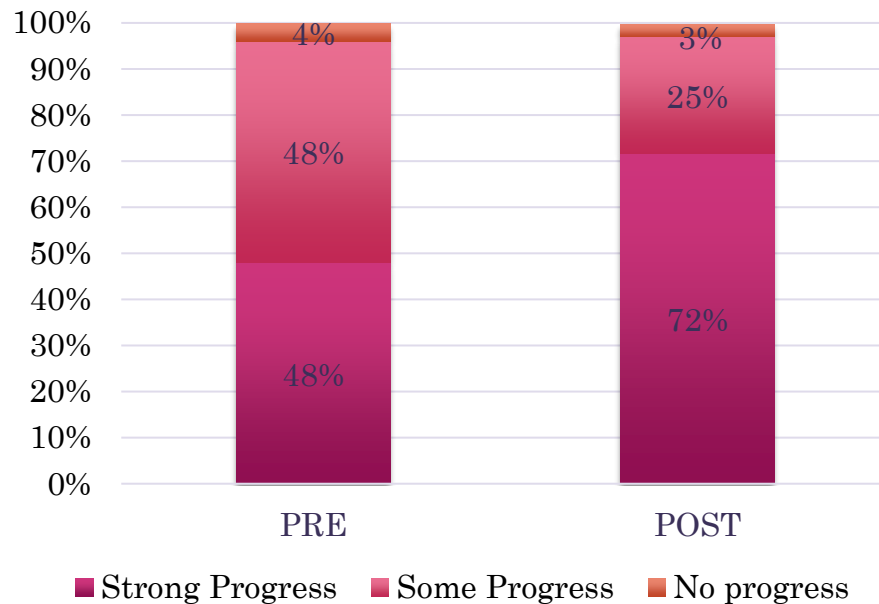


JJC Affinity Groups

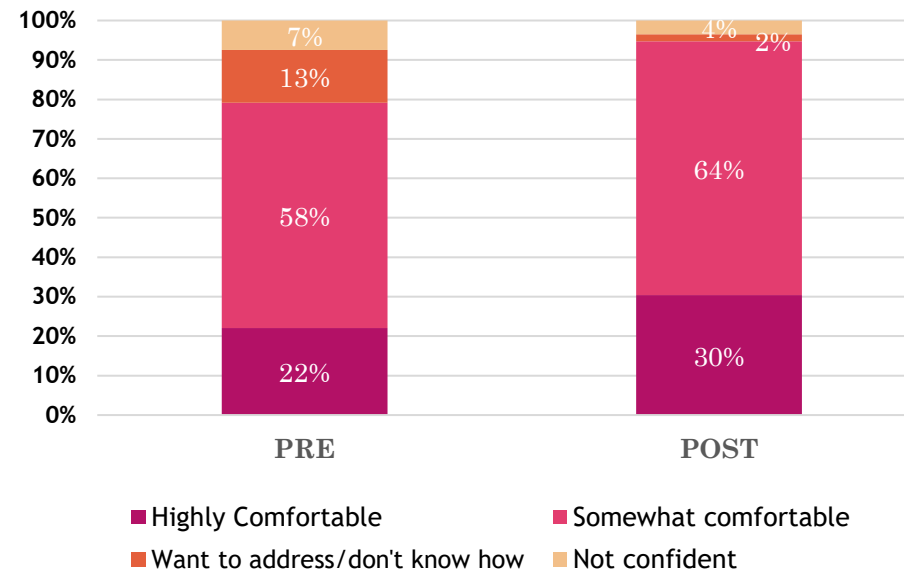


DEI Programming and Initiatives

How do you feel JJC has progressed in the area of Diversity, Equity and Inclusion in the past 3 years?



How comfortable do you feel addressing diversity and equity issues (including micro-iniquities) that occur at work?



Joliet Junior College Recognition & Assessment Data

- 2022 Most Promising Places to Work in Community Colleges (MPPWCC)
 - Diverse: Issues in Higher Education and the National Institute for Staff and Organizational Development (NISOD).
- National Award for Advancing Diversity
 - American Association of Community Colleges (AACC)
- Climate and Ad Hoc Surveys responses are strong

Q&A