THECHAMBER

DIVERSITY, EQUITY AND INCLUSION

A BRIEF HISTORY OF CHAMBER DEI WORK

JAN. 2017
Launched a Diversity and Inclusion program as a part of Chamber Centennial initiative

FEB. 2017
Named Junetta Everett Vice Chair of Inclusion at Chair's Lunch where Diversity and Inclusion headlined the event

MAY 2017
Hosted first cohort of the CEO Roundtable for executive level diversity training

AUG. 2017
Convened first inclusive listening tour of 100+ local organizations to gather input on the state of inclusion in Wichita

MAY 2018/AUG. 2019
Convened two separate listening tours for input on Project Wichita and the Riverfront Legacy Master Plan

OCT. 2018/2019
Convened second and third cohorts of CEO Roundtable on Diversity and Inclusion

APR. 2019
Began ongoing work with public and private sector partners to launch a series of training programs to enhance supplier diversity.

NOV. 2019
Named Marty Cornejo Vice Chair of Diversity and Inclusion and Junetta Everett the first African-American Chamber Chair

MAY 2020
Worked with Hutton to sponsor Chamber membership for 40 businesses owned by minorities and women

JAN. 2020
Presented Chair's Lunch where 500+ attendees heard Karen Carter's keynote on the importance of intentional inclusion

JULY 2020
Engaged 15 local business groups in the Business Initiative on Inclusion and Racial Justice

JUNE 2020
Signed on to the U.S. Chamber's Equal Opportunity Initiative to address the opportunity gaps in employment, education, criminal justice and entrepreneurship

AUG. 2020
Launched By Design, a vendor education series for minority suppliers

AUG. 2020
Hosted a Chamber Issue Forum with local leadership for a discussion on racial justice and police policy

PARTNERSHIPS

CREATE CAMPAIGN
est. 2015
To grow urban entrepreneurs through membership donations,venue hosting and speakers for programming.

HEARTLAND WICHITA BLACK CHAMBER OF COMMERCE AND WICHITA HISPANIC CHAMBER
est. 2016
To create reciprocal board seats for inclusive conversations at the board level.

ADVANCE KANSAS
2017-2019
To connect executive level dialogue within the CEO Roundtables with the college's longer training program aimed at middle and upper management. Resulted in the creation of programs such as Dreamkeepers.

NETWORK KANSAS
est. 2019
To sponsor the Wichita Urban E-Community to assist entrepreneurs with capital and other resources. Delivered $131,500 in loans to black-owned businesses through Restart Kansas during the COVID-19 pandemic.

CITY OF WICHITA
est. 2020
To form an Equity Partnership focused on supplier diversity, hiring practices and neighborhoods.

ONGOING DEI FOCUS AREAS

STAFF

WHY: For higher employee engagement. reduced employee turnover and improved hiring results.

- Provide training opportunities to staff on inclusion
- Continue to put in place policies for an equitable hiring practice
- Include staff in the current DEI work at the Chamber for its importance to be reflective in every department

PROGRAMMING

WHY: For exposure of minority owned businesses and the opportunity to provide different persectives.

- Create speaker opportunities to highlight diverse entities and individuals
- Diversify our program offerings to reach broader audiences
- Actively search for program participants from outside our traditional participant pools

COMMITTEES

WHY: For a variety of different perspectives, better decision making, increased creativity and faster problem solving.

- Continually build our Board of Directors and committees to include diverse and unusual voices
- Include members of organizations working in DEI
- Create more collaborative partnerships and expand our database of diverse community leaders

COMMUNICATIONS

WHY: For inclusion of diverse backgrounds to grow acceptance and diminish discrimination.

- Utilize our website and social media tools to feature Chamber members of all ages and races
- Highlight our diverse members through member profiles, annual reports and *eSynergy*
- Develop marketing pieces for every department that are inclusive and reflect diverse characteristics

ADVOCACY

WHY: For social and racial justice at the legislative level and equitable opportunity for people of color.

- Advocate for policies that strengthen access and opportunity for diverse populations and promote racial equity
- Invite diverse voices to actively participate in our legislative work
- Address racial disparities in the justice system

MEMBERSHIP

WHY: For the fostering of an atmosphere of belonging and representation of the Wichita community at large.

- Intentionally recruit more diverse and minority business owners
- Use data to better understand our membership demographics
- Engage members with diverse backgrounds to optimize their knowledge and perspective

NEXT STEPS

Contact Ricki Ellison, Director of Diversity, Equity and Inclusion, to be involved with the Chamber's next steps.

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