



Diversity, Equity, and Inclusion Southwest Michigan Regional Chamber

“We believe everyone deserves an equal opportunity to prosper from a strong and vibrant regional economy.”

Statement

At the Southwest Michigan Regional Chamber, we believe everyone deserves an equal opportunity to prosper from a strong and vibrant regional economy. Our approach to diversity, equity, and inclusion is rooted firmly in this belief, as is our understanding that Southwest Michigan’s future economic competitiveness will be predicated on our collective ability to cultivate a diverse, equitable, and authentically inclusive regional business environment.

Commitment

We commit to creating a more prosperous and sustainable future for our region by fostering the values of diversity, equity, and inclusion within our organization as well as within the organizations and communities we serve. Our approach to **people, policies, programming, and partnerships** further outlines our commitment.

People:

We are committed to ensuring our organization’s board, staff, volunteers, and members appropriately reflect the diversity, values, industries, and communities we serve and to continuously seek the perspectives necessary for responsible and representative decision making.

Policies:

We are committed to strengthening our policies and practices to ensure everyone, regardless of age, color, creed, disability, ethnicity, family or marital status, gender identity or expression, national origin, political belief or affiliation, religious belief or affiliation, sexual orientation, uniform service member status, or any other legally recognized protected status, has an equal opportunity to engage with and benefit from the work of our Chamber.

Programming:

We are committed to continually integrating inclusion strategies within our existing program curriculum and to cultivating new initiatives specifically aimed at increasing economic access and mobility for our region’s minority and underserved populations.

Partnerships:

We are committed to creating strong networks of community partners aligned on matters of diversity, equity, and inclusion and to leveraging this network, as our mission so aptly states: for ‘the advancement of our members and the betterment of *all* who live and work in our community.’

Expectation of Ourselves:

- Position our organization as a model of DEI adoption and implementation;
- Advocate for balanced approaches that promote equity and opportunity in our pluralistic society;
- Increase the region’s recruitment & retention of minority business owners;
- Provide workshops and resources specific to minority business owners; and
- Offer programming to assist our members with understanding and implementing meaningful DEI policies and practices in their workplace.



Expectation of our Members and Partners

The Southwest Michigan Regional Chamber expects its members and community partners to ensure *everyone* in our community, regardless of position or status, can enjoy equal access to opportunities that lead to economic and social prosperity through the following commitments:

- Establish and enforce anti-discrimination and anti-harassment policies;
- Recruit and promote qualified talent from all backgrounds to help build a diverse and productive workforce;
- Establish internal and external initiatives that foster authentic inclusion and belonging;
- Promote strategic alliances that value and improve the quality of life for all who live in our community.