



**Chicago United**

Closing the gap between race and business.®

## ABOUT CHICAGO UNITED

### **Business Leaders Driving Inclusion**

Chicago United is an advocacy organization made up of racially diverse CEOs and executive level management who increase economic opportunity for all races by promoting multiracial leadership development in corporate governance, the leadership pipeline and business partnerships.

Chicago United's members range from emerging businesses to Fortune 500 corporations. Through a fierce brand of constructive conversation, Chicago United fosters inclusion and allows senior executives from all racial and ethnic groups to learn from one another, confront and break down racial barriers and achieve shared objectives.

## 2010 SIGNATURE PROGRAMS AND PRODUCTS

### ***Supporting Change* | CHANGING COLOR OF LEADERSHIP CONFERENCE**

At this unique event, nationally recognized leaders and experts in the field of diversity explore the most current trends and best practices for creating systemic change within a corporation at dynamic symposiums.

### ***Recognizing Champions* | CHICAGO UNITED BRIDGE AWARDS**

The Bridge Award represents the first national award that honors a CEO who is an advocate for multiracial diversity in corporate governance and executive level management. This award brings visibility to those who have driven change and inspires others to follow in Chicago and throughout the nation.

### ***Invigorating the Local Economy* | FIVE FORWARD & MBe-Source**

Five Forward is a strategic initiative that enlists the commitment of CEOs of mid- to large-sized corporations in the Chicago metropolitan area to establish or expand business relationships with five current and/or new local minority firms. The initiative is designed to build a stronger regional economy and minority businesses of scale. Five Forward features MBe-Source, a web-based resource that provides major corporations access to information on the top 100+ minority firms located in the counties of Cook, DuPage, Kane, Lake, McHenry and Will. Conversely, it provides minority firms the opportunity to illustrate capacity, core competencies, industries served and success stories.

### ***Benchmarking Progress* | CORPORATE DIVERSITY PROFILE**

The *Chicago United Corporate Diversity Profile* is a bi-annual survey that measures racial diversity specifically in the leadership ranks of large corporations, on corporate boards and in executive level management. It serves as a benchmark for corporations to measure their progress in this area. Large corporations have grown increasingly successful at diversity and inclusion within their employment ranks. Yet, despite more than 30 years of affirmative action and corporate diversity initiatives, access to the C-suite is still elusive and seasoned, diverse professionals continue to be under-utilized in U.S. corporations.

### **Identifying Talent | BUSINESS LEADERS OF COLOR**

The bi-annual *Business Leaders of Color* publications feature viable candidates for Fortune 1000 companies' boards of directors. These demonstrated leaders have achieved professional success through a track record of balanced decision making; a range of experiences that reflect flexibility and an ability to transcend narrow experiences; and a respect for diverse points of view and varied ways to approach issues and topics. While achieving personal success, each has contributed to the cultural, civic and educational life of the Chicago region. These individuals serve as inspiration for those seeking to increase inclusion of diverse candidates in their boardrooms and represent a small sample of the extraordinary talent in the Chicago region.

### **Inspiring Inclusion | DIVERSITY OFFICER ROUNDTABLES**

A collaborative effort with the Chicagoland Inclusion and Diversity Alliance (CIDA) designed to bring diversity officers from Chicago's corporations together to share best practices in diversity and inclusion strategy and implementation. Diversity Officer Roundtables were developed in response to the *Corporate Diversity Profile*, with the goal of growing diverse talent in the leadership pipeline, expanding the pool of minorities available for leadership positions and ultimately increasing diversity in boardrooms and executive level management.

### **Invigorating the Local Economy | CHIEF PROCUREMENT OFFICER FORUM**

This forum builds on Five Forward to provide critical insights on the objectives, value and strategies for supplier diversity. More than an informational session, the forum presents best practices and provides on-site networking opportunities for those in attendance.

### **Connecting Corporate Networks | EMPLOYEE NETWORK GROUP FORUMS**

The Chicago United Employee Network Group Forum is an opportunity for leaders of employee network groups (ENGs), human resource professionals, and members of senior management to share information, strategies and best practices around issues like organizing employee network groups; leveraging ENGs for professional growth and development; and the role of ENGs in corporate America. Presented twice annually, the half-day forums are no cost to attendees. Work at the Chicago United forums help to build winning workforces and to create more culturally competent work environments.

### **Linking Corporate and Civic Leaders | BOARDLINK**

BoardLink is an electronic referral source that provides opportunities for emerging leaders of color to advance their careers by enhancing their skills and building their business networks and non-profit organizations to identify leaders of color who can impact their organization's mission. Leaders of color looking for board opportunities and non-profit organizations in search of racially/ethnically diverse board members post their interests and availability, search listings, share information, and make a connection. There is currently no similar referral source available to the city's non-profit sector.

### **Inspiring Inclusion | CHICAGO UNITED SPEAKER SERIES**

The Chicago United Speaker Series features thought leaders discussing leadership, diversity and opportunity in corporate America. This exciting series provides a venue for Chicago's corporate leaders to discuss the socio-political transformation of race and business in Chicago since 1968 and gain insight as they strive to increase Chicago's reputation as a global city.

### **Contributing Research | THE JAMES W. COMPTON RESEARCH COMPETITION**

The Compton Research Competition supports the research and advocacy work of Chicago United. College students add to Chicago United's body of research and bring national attention to the impact of building diversity in multiracial leadership. The research competition awards \$5000 to the individual or team of scholars who submit the study judged to be most outstanding.

