



Corporate Inclusion Institute

An Initiative of **Chicago United**

Why CII?

CII is a strong **INVESTMENT** in both **PEOPLE** and **PERFORMANCE**.

What Is CII?

1. Chicago United's Corporate Inclusion Institute (CII), established in 2019, is a leadership development program designed for today's workforce and beyond.
2. Over nine months, CII unites four professionals from different levels of leadership to form an Inclusion Cluster.
3. Together and individually, the Inclusion Cluster participates in tailored academic sessions, coaching, and experiential workshops led by professors and thought leaders from across the country.
4. Upon completion of the program, Inclusion Cluster participants receive a Certificate of Completion and companies are positioned to accelerate culture change by developing a pipeline of leaders who build high-performing teams and deliver measurable outcomes.

What Sets CII Apart?

1. The Inclusion Cluster consists of Executive Sponsors, Corporate Guide, Fellow and Direct Manager of the Fellow.
2. Our unique, multigenerational approach breaks down silos, strengthens teamwork and helps ensure the learning adheres across an organization.
3. Participants are able to translate key learnings into practical strategies that elevate leadership capability, strengthen team performance, and accelerate measurable organizational impact.
4. By learning alongside leaders from multiple industries in a cross-industry cohort, participants broaden their strategic thinking and cultural agility.

Program Benefits

1. CII provides the learning and development experience necessary for retaining talent, strengthening internal mobility and performance.
2. Companies that lead with inclusion see up to 40% improvement in market share according to data from The Center for Talent Innovation.
3. Benefits show up at every level. Participants gain new leadership skills, confidence and cultural fluency.

Who Participates?

Since 2019, over 30 businesses across the Chicagoland region have invested in CII, including global corporations, financial institutions, professional services firms, healthcare systems, utilities and public agencies.



In Their Words ...

Schereina Horton
Sr. Workforce Development Specialist
ComEd, An Exelon Company
CII Fellow

"By participating in CII Cohort VII, it has been a transformative experience in my professional journey. The program provided a unique opportunity to deepen my understanding of inclusive leadership and cultural fluency. Both are essential in today's diverse workplace."

Ji won Park
Engineer Project Associate
UL Solutions
CII Fellow

"During the coaching sessions, I actively worked with my team leader to provide and receive feedback about my performance and progress in the workplace. It's been a constructive and engaging practice and has also helped strengthen my relationship with my team lead."

How Do I Join?

To participate in Chicago United's Corporate Inclusion Institute, contact Luz María Vargas, Senior Director of Leadership Development & Organizational Capacity, at LMVargas@chicago-united.org.