



Equity, Diversity and Inclusion Charter

Our Commitment

The Aurora Chamber of Commerce believes that equity, diversity and inclusion are critical to fostering competitiveness, economic growth and to a community's overall prosperity. We know that fairness of opportunity, diverse perspectives and experiences strengthen our organization and contribute to the growth and success of our members. Consistent with our values, we are committed to promoting equity, diversity and inclusion in all aspects of our work and taking the necessary steps to get there.

Purpose

The purpose of this Charter is to establish a framework for promoting equity, diversity and inclusion within our Chamber, as well as to provide guidance to our staff, members, and partners on the principles and actions we will uphold and undertake to create a welcoming and supportive environment for all.

Principles

Equity: We recognize that systemic barriers and discrimination have historically and perpetually limited opportunities for marginalized groups in the business community. Therefore, we are committed to promoting equity and fairness in all aspects of our work, including membership, access to resources, and opportunities for growth and development.

Diversity: We recognize and value the diversity of our members and partners, including their race, ethnicity, culture, religion, gender, sexual orientation, age, abilities, education, life experiences, and other characteristics. We strive to create an environment that celebrates diversity and provides opportunities for members to learn from and engage with individuals from different backgrounds and experiences.

Inclusion: We are committed to creating an inclusive environment where all members feel valued, respected, and heard. We are taking steps to identify and eliminate barriers that prevent members from fully and freely engaging in our activities and programs and will continue to promote practices that ensure equal opportunity and foster inclusivity.

Our Framework and Action Plan

To achieve our stated equity, diversity and inclusion objectives, we commit to the following actions:

- We will ensure that our membership policies and procedures are inclusive and equitable, and we will retain members from diverse backgrounds, abilities, and education and life experiences.
- We will provide training and development opportunities for our staff, members, and partners to enhance their understanding of diversity, equity, and inclusion issues in the business community.

- We will promote a culture of inclusion and respect by establishing guidelines and procedures for addressing discriminatory behavior or harassment.
- We will ensure that our programs, services, and events are accessible and inclusive of all members, and we will seek to address any barriers that prevent full participation.
- We will leverage the knowledge and expertise of our members and the broader business community to promote diversity, equity, and inclusion in our policies and practices for a more equitable and inclusive business community.
- We will continuously monitor, educate, and improve as we progress towards achieving our equity, diversity and inclusion goals, and make necessary changes to maintain and sustain our commitment with the input and support of the business community.

The Aurora Chamber of Commerce recognizes that promoting diversity, equity, and inclusion in the business community requires an ongoing commitment, effort, and dedication. We are devoted to creating a welcoming and supportive environment for all our members. This Charter is intended as a guiding document and reflects our values, principles, and actions towards our vision for an innovative and thriving business community.