



# GREATER FORT WAYNE INC.

METRO CHAMBER ALLIANCE

## Diversity and Inclusion

### **Our Value Statement**

Greater Fort Wayne Inc. (GFW Inc.) values the thoughts and contributions of all people and understands that inclusion is critical to sustainable economic development. It is through our diverse culture that we can attract the best employees, empower our customers, and help our communities achieve great things.

### **Our Commitment**

GFW Inc. is committed to reflecting the diversity of the greater Fort Wayne region and the investors of GFW Inc. This means there shall be no barriers to participation in any activity of this organization based on economic position, gender, race, creed, age, sexual orientation, gender identity, national origin, disability, or any other characteristic. Further, it means that we shall take deliberate steps to ensure that the GFW Inc. staff, board, and initiatives are diverse and appropriately reflective of our values, the region, and investors we serve.

### **Our Member Expectation**

GFW Inc. expects its investors to reflect the values of GFW Inc. and to provide an easy pathway for belonging to our business community by, at a minimum:

- Establishing, publicizing, and enforcing its anti-discrimination and anti-harassment policies.
- Seeking out and utilizing talent from all backgrounds to facilitate building a diverse and productive workforce.
- Establishing protocols and offering internal and external programming/initiatives that signify and foster authentic inclusion.
- Seeking and endeavoring to promote qualified diverse individuals to serve in all areas of your organization.
- Leveraging all your workforce talent to achieve successful business outcomes by reaching into new and expanding markets.
- Promoting strategic alliances that value and improve the quality of life for all who live in our community.