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A4CB DEIAB Statement

At A4CB, we believe our work is strengthened by the diversity of our team and our differences in background, culture, experience, national origin, religion, sexual orientation, gender, gender identity, gender expression, race, ethnicity, age, ability, veteran status, and more. We strive to be an organization that empowers all members of our team to contribute to their fullest potential. We strive to make decisions based on input from our team, the entrepreneurs we serve, and our community partners, so that the work we do can have the greatest impact.

As an intentional extension of what our work has been about for almost 30 years, we created a Diversity, Equity, Inclusion, Accessibility, and Belonging (DEIAB) Committee at A4CB to focus on specific ways we can incorporate DEIAB into our organizational culture and ways of working. The DEIAB Committee is committed to holding A4CB to the following practices.

1. Maintaining a team of Allies that mirrors the diversity of the entrepreneurs with whom we work by attracting, hiring, supporting, developing, and promoting individuals with a diverse range of experiences, backgrounds, and identities
2. Creating unique learning opportunities for the A4CB team to explore topics related to DEIAB with internal and external partners, prioritizing those suggested by Allies
3. Evaluating our offerings on an ongoing basis to be equitable, inclusive and accessible
4. Prioritizing partnerships with vendors who are A4CB clients and strive to have the diversity of our vendors mirror the diversity of the entrepreneurs with whom we work
5. Reporting out annually on how A4CB followed the above practices

Because our understanding of DEIAB will continue to evolve as we engage in the work, we expect that this DEIAB Statement—and the ways we implement it—will also evolve over time. This version of the statement was drafted on November 7, 2023.