

# Our Commitment to Change

## What We Know

Today our business community is facing unprecedented challenges. The impact of COVID-19 has laid bare the inequities and economic impacts that systemic racism has on our businesses, our community, and our collective future as a nation. But in this time of crisis we also have opportunity – to build back better. As the voice of business in the region we must take action now to tackle these challenges head on with intention. Our economic recovery depends on it. This is our commitment to change.

– **Amanda Blackwood**,  
*President & CEO, Sacramento Metro Chamber*



## Our Approach

Our **4-Point Business Promise** guides our core programs and expertise to combat the current challenges and better support the region as we overcome them.

### strongbusiness

Cultivate the environment  
business needs to succeed

### connectedregion

Connect people, place and commerce

### readyworkforce

Link business with a skilled workforce

### vibrantcommunity

Benefit business health through  
community vitality

## Our Commitments to Change

ORGANIZATIONAL CULTURE	ADVOCACY	EDUCATION & AWARENESS	SMALL BUSINESS DEVELOPMENT CENTER
Ensure our Board of Directors is representative of the business community and committed to diversity, inclusion, and belonging.	Ensure the candidates we endorse are supportive of, and show a track record of, policies that advance inclusive economic development.	Curate conversation and generate awareness on topics of bias and importance of inclusive economics.	Increase the percentage of clients who are representative of our historically underserved community to 75%.
Ensure internal staff is representative of the business community and committed to diversity, inclusion, and belonging.	Ensure diverse representation of voice and perspective on the Metro Chamber Public Policy Council.	Provide on-going training and educational opportunities for staff, board, and community on issues of diversity, inclusion, and belonging.	Tailor curricula and support services to meet the specific needs of our minority-owned business community.
Ensure our funders are representative of the business community and committed to diversity, inclusion, and belonging.	Advance policy that supports inclusive economic development and addresses the challenges of systemic racism.	Increase access to education and awareness tools by leveraging on-line platforms.	Ensure consultants and partners are representative of the business community and committed to diversity, inclusion, and belonging.
Established a standing diversity, inclusion, and belonging committee to hold us accountable to these commitments.		Promote and support community partners that are leading efforts to advance diversity, inclusion, and belonging.	Provide direct support to increase access to capital for small and minority owned business.

# Diversity, Inclusion, and Belonging Committee

## Nicole Howard

Metro Chamber  
Vice Chair of Equity and Inclusion

## Amanda Blackwood

Metro Chamber  
President & CEO

## Talia Kaufman

Metro Chamber  
Executive Vice President

## Andrea Ellinghouse

Metro Chamber Foundation  
Executive Director

## Charleen Floyd

Metro Chamber Foundation  
Program Manager

## Anna Fontus

Metro Chamber Foundation  
Diversity, Inclusion, and Belonging Lead

## Joe Hernandez

Metro Chamber Foundation  
Metro EDGE – Program Chair

## Ravi Singh

Metro Chamber Foundation  
Metro EDGE – Second Vice Chair

## Liza Kirkland

Metro Chamber Foundation  
Metro EDGE Member

## Shiloh Costello

SMUD, Sustainable Communities Lead

# Our Timeline for Change

## June 12

The Metro Chamber, with the support of Board Leadership, crafted and distributed our statement to the business community on the realities of institutionalized racism and our commitment to be an advocate moving forward. We stated that we would utilize the next 30 days to craft an actionable plan for how we will do our part to create systemic change in the areas of our competency.

## July 1

DIB Working Group met to prepare for Executive Committee presentation.

Executive Committee met to provide feedback, edits, and approval of recommendations.

## June 12 - 19

Began stakeholder feedback sessions with internal and external partners.

## June 22

Assembled a Diversity, Inclusion, and Belonging (DIB) working group to design an action plan recommendation for Board review and adoption.

## July 1 -9

Edit and revisions made to plan.

## July 10

Implementation begins.



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