

MISSION

To institutionalize equity by strategically dismantling the impacts of implicit bias in all forms, while building an inclusive culture of diverse CRE professionals across CREW Chicago.

VISION

We envision a DEIWG that is self-aware and strategically responsive to the changing face and needs of the CRE landscape and its impact on our membership by:

- Uplifting and connecting CRE professionals of all backgrounds and identities;
- Strengthening and sustaining transparency in CREW Chicago's systems, interactions, and growth opportunities to promote trust, confidence, and belonging; and
- Embodying the principles of diversity, equity, and inclusion through informed, intentional, and influential leadership at all levels.

OUR OPERATING PRINCIPLES

- **Diversity in all its forms brings unique perspectives, experiences, and talents, which drive innovation and better decision-making.** DEIWG is committed to fostering a diverse, equitable, and inclusive environment where everyone is valued, respected, and empowered.
- **We recognize that achieving truthful equity requires ongoing efforts and a continuous learning mindset.** We invest in education and training programs to raise awareness, challenge biases, and promote member understanding. By creating a safe space for dialogue and actively listening to different voices, we aim to foster an inclusive culture where all perspectives are valued and everyone feels heard.
- **This work is meaningless if we cannot walk our talk.** We actively strive to create an organization that is diverse—free from bias, discrimination, and harassment—ensuring all our members feel invited with equal opportunities to grow, succeed, and contribute to our collective success.

- **What gets measured, gets done.** We hold ourselves accountable for advancing diversity, equity, and inclusion (DEI) in all aspects of our business. We regularly assess our progress, set measurable goals, and transparently communicate our achievements, challenges, and areas for improvement. By doing so, we aim to inspire other organizations and contribute to a broader movement toward a more equitable and inclusive society.
- **Inclusion in our organization is moot in an exclusive industry.** Supporting diversity and inclusion within our industry groups is critical to this work. Thus, we seek partnerships with organizations that share our values and actively engage in initiatives and projects that promote diversity, equal rights, and social justice.
- **Embracing DEI is not just the right thing to do; it is essential for an organization's long-term success.** We strive to build a future where everyone thrives personally and professionally, feels a deep sense of belonging within our organization and throughout their careers, and experiences the wealth DEI can deliver in their businesses, work, and lives.