

My Fellow CREW Members, as the 2024 DEI Officer of CREW Chicago, it is my honor and privilege to report CREW Chicago's E&I accomplishments and goals of 2024, highlight the DEI activities and programs undertaken this year and lastly, introduce the 2025-2026 DEI Officer for CREW Chicago!

As we did last year, we continued to make great strides on our Equity & Inclusion (E&I) Goals with the help of so many of my fellow CREW Members. I want to thank both our E&I Committee and our 2024 Diversity, Equity & Inclusion Task Force for their tremendous efforts throughout the year.

The E&I Committee, led by committee Chair and Co-Chair Bridgette S. Battle and Megan Watson, has continued to provide a wide variety of programs throughout the year as well as working on initiatives to enhance CREW Chicago's E&I Mission. To highlight a few items, CREW Chicago E&I Committee provided a tour of Chicago's Austin Neighborhood and held our inaugural Hispanic Heritage Month Event. I also want to announce for 2025 and beyond we will be amending the name of our E&I Committee to be the DEI Committee. This change was the result of much thought and a desire to align this committee to both the role of the DEI Officer and our CREW Network initiatives and goals. This committee had an extremely limited budget for 2024 but that never phased them. Not only did they provide thoughtful, unique programming throughout the year, they raised enough money through sponsorship to not only make donations to CREW Foundation on behalf of several members but also to make a significant donation to our new Pay It Forward Campaign!

Last year my letter outlined the steps CREW Chicago took to educate our members on our Engagement and Inclusivity initiatives. We had engaged an outside DEI Consultant company, Working River Leadership and Development, that guided us in a year of learning, discovery, and strategy under the direction of Damaris Patterson Price. In 2024 we continued this work by creating a Working Task Force ("DEIWG"). This Task Force worked on 7 of the 9 Recommendations that came from the 2023 Survey*. I want to thank each of our 18 DEIWG members, and I want to give a Special Thank You to each of our task lead members! These members worked tirelessly all year long on their assigned projects. You may not have heard much about these task forces in 2024. In part, we wanted to make sure we researched and analyzed our roles and needs before bringing this to our members. We made great strides in 2024 on each of the recommendations, and we will continue to analyze each of these efforts in 2025 and start to create meaningful paths to implement each of our recommendations into the fabric of CREW Chicago! At the end of this letter, I have listed the recommendations and the Lead Members for each task.

In 2024 the CREW Chicago Board created a Strategic Plan for the chapter with the help of CREW Network. I am happy to announce that many of the initiatives from these sessions align with our E&I goals. The E&I Committee as well as the future DEIWG will continue to assist in implementing these strategies as well as the Board and all the Committees of CREW Chicago!

Finally, I am excited to announce that Megan Watson will be the 2025-2026 DEI Officer! Megan has been instrumental in guiding the E&I committee over the last few years in her role as a committee member and then in the leadership role of the Co-Chair for the last two years. Megan has also been part of the DEIWG since its inception. I know she will take this group to new levels that I could never imagine!

As we have done in the last few years, if you have any interest in working with the DEIWG group, you can apply Here: [CREW Chicago DEI Task Force Application - Formstack](#)

If you are interested in learning more, you can always view the full survey our members took in 2023 along with the Mission, Vision and Values and Guiding Principles on our website, [Governance CREW Chicago \(crewnetwork.org\)](https://www.crewnetwork.org/Governance).

Thank you,

Lisa Sweeney

2024 DEI Officer for CREW Chicago.

* 2024 DEI Task Force Recommendations

- Proactive DEI Remediation, Led by Megan Watson
- DEI Recruitment Effort, Led by Lisa Sweeney
- Never Alone Strategy, Led by Rachel Turner-Lauck
- Re-Evaluate the Cost Structure for Membership, Led by Laura Havel
- Explicit Task Clarity in Committees, Led by Megan Watson in our Leaders Building Leaders Series
- Re-Evaluate Geographic Reach of Events, Led by Katherine Vyas
- Diverse Interests Represented at Events, Led by all Task Force Members