



Statement for Diversity, Equity, Inclusion & Belonging

At the Alamance County Chamber of Commerce, we are committed to fostering a diverse, equitable, and inclusive business community that values and celebrates the unique contributions of every individual, regardless of their race, ethnicity, gender, sexual orientation, age, ability, religion, socioeconomic background, or any other characteristic. To that end the Alamance Chamber is committed to advancing the values and benefits of equity, inclusion, and diversity in our county, which in turn will lead to a community where everyone has a genuine sense of belonging.

For clarity we define diversity, equity, inclusion, and belonging (DEI-B) as:

- **Diversity:** human differences related to identity, experiences, thoughts, and perspectives. Differences among people with respect to age, class, ethnicity, gender, health, physical and mental ability, race, sexual orientation, religion, physical size, education level, job and function, personality traits, and other human differences.
- **Equity:** Fair treatment for all while striving to identify and eliminate inequities and barriers.
- **Inclusion:** Behaviors that proactively recognize, respect, and welcome diversity.
- **Belonging:** centers around the feeling of being accepted as you are and that your contributions are welcome and valued.

We believe that diversity strengthens our community and drives innovation, creativity, and success in our local economy. We strive to create an inclusive environment that promotes equal opportunities for all, and we actively seek to eliminate any barriers to full participation, advancement, and success in the business community. By doing this we believe that we will create a business community where everyone can find their place of belonging.

Our commitment to DEI-B is reflected in our actions:

Inclusivity: We promote an inclusive environment where all voices are heard, valued, and respected. We encourage diverse perspectives, ideas, and experiences to drive positive change in our business community.

Education and Awareness: We are dedicated to increasing awareness and understanding of belonging, diversity, equity, and inclusion issues among our membership, staff, and board. Through our resources, training, and educational opportunities we work to foster a culture of inclusivity and support continuous learning.

Equal Opportunity: We are committed to promoting equal opportunity and fair treatment in all aspects of business, including employment, leadership, and entrepreneurship. We advocate for diverse representation and strive to eliminate systemic barriers that limit access to opportunities.

Collaboration: We actively seek partnerships and collaborations with organizations and community groups that share our commitment to DEI-B. By working together, we can create meaningful change and drive sustainable economic growth that benefits all members of our community.

Accountability: We hold ourselves accountable for making progress on our DEI-B goals and objectives. We regularly evaluate our policies, practices, and programs to ensure they align with our commitment to diversity, equity, inclusion, and belonging.

We recognize that achieving true diversity, equity, inclusion, and belonging is an ongoing journey that requires continuous effort and improvement. By embracing and championing DEI-B principles, we aim to build a thriving and inclusive business community that reflects the rich diversity of Alamance County where every member belongs.