Chicago is a global economic center with the third-largest labor pool in the United States. With a highly diverse population and one of the world’s most diversified and balanced economies, with no single industry employing more than 14% of the workforce, Chicago can and should lead the way in being an inclusive marketplace where everyone thrives.

Inclusion Chicago advances diversity, equity, and inclusion by partnering with organizations looking for improved experience and results. Through a set of customized solutions including consultation and training, we provide support in developing data-oriented action plans, and driving organizational change.

As one of the largest human services organizations in the region, YWCA Metropolitan Chicago has been at the forefront of advancing social equity for more than 140 years. Through a range of training and services, Inclusion Chicago helps organizations create the necessary cultural shift that will support inclusive policies and practices.

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**Connect with us**

Follow @ywcachicago for updates about upcoming Inclusion Chicago events.

For more information on Inclusion Chicago, contact Lourdes Lonergan:

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Powered by  
YWCA Metropolitan Chicago
Inclusion Chicago offers a variety of services that help advance diversity, equity, and inclusion within organizations:

**Organizational assessment, consultation & process design**
- Gender and racial equity assessments
- Creating an infrastructure to effectively prevent and address sexual harassment

**Workshops & trainings**
- Cultural humility
- Unconscious bias
- Success skills
- Preventing, identifying and addressing sexual harassment

**Employee engagement & leadership development**
- Business resource group engagement
- Internal leadership forums
- Group volunteer opportunities
- Recess: employer-sponsored child care events (take your child to work day, school closure days)

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**The case for diversity and inclusion**

**By the numbers**

**17%** Increase in team performance reported by companies with inclusive cultures

**30%** Higher revenue per employee generated by companies with inclusive talent practices

**$30.5 billion/year** The cost of turnover for companies without inclusive practices

**33%** Likelihood of companies in the top quartile of racial diversity to outperform their peers

*Sources: Deloitte, McKinsey & Co*