



# CORPORATE COALITION YEAR IN REVIEW

The Corporate Coalition of Chicago is an alliance of companies whose mission is to reduce historic and ongoing racial and economic inequities in the region by deploying their capital, capabilities, and employee enthusiasm in new ways.

Members share a vision of a corporate culture in Chicago where leaders understand that reducing inequities is essential to their business success and to a thriving regional economy, leading them to challenge business as usual in the way they invest, operate, and govern.

To pursue this vision, members are stretching beyond their critical philanthropic contributions and efforts to help the public and non-profit sectors succeed. They are working together, based on community input, where collective action holds the promise of greater impact than companies working alone.



**CORPORATE  
COALITION**  
\* \* of CHICAGO \* \*





## CORPORATE CONNECTOR

Tapping the skills and technical expertise of Chicago-area businesses, the Corporate Connector supports the success of catalytic real estate projects and small businesses by strengthening capacity, creating business connections, and providing technical assistance (for example bulk purchasing discounts, financial planning, industry expertise, and legal expertise).

The Corporate Connector also creates human connections between segments of our region that do not often interact, building social capital that is critical for disinvested communities to create more vibrant local economies and wealth.

### HIGHLIGHTS

- Supported 14 new community-driven projects across 24 different engagements, totaling 36 projects and 38 engagements since inception
- Made more than 88 outreach requests, leading to 40 connections
- 11 projects have started physical development; one has opened

Collectively, the 36 projects the Corporate Connector has supported plan to:

- Attract \$300 million of investments across South and West side neighborhoods
- Create more than 1,500 new jobs

## FAIR CHANCE HIRING

The Corporate Coalition, in collaboration with Chicagoland Workforce Funder Alliance (CWFA), launched its first Fair Chance Hiring cohort in 2022, bringing together companies in the Chicago region that are dedicated to hiring individuals with criminal records. By helping companies rethink their talent acquisition and retention strategies while fostering peer-to-peer learning, this initiative enables companies to access new talent pools and expand opportunities for both employers and individuals in the region. This work has taken on new urgency, in the face of labor shortages and global supply chain challenges, to include the nearly one-in-three of U.S. adults who face barriers to employment because of a criminal record.

### HIGHLIGHTS

- Developed 9-month, action-oriented program for the first cohort
- Kicked off the first cohort with 10 employers from a range of sectors



# 5/25 Move to Action

STAKEHOLDER REPORT

SEPTEMBER 2022



WE RISE  
TOGETHER FOR AN EQUITABLE  
& JUST RECOVERY



## CHICAGO RESILIENCY NETWORK

The Chicago Resiliency Network (CRN) works with visionary Human Resource leaders to help them build trauma-informed, resilient workplaces that enable employees to thrive and employers to grow. Today, companies in all sectors struggle to support and retain employees affected by burnout, anxiety, and stress. Network members explore cutting-edge practices together and develop strategies to implement innovative programs.

In 2022, the CRN hosted its third cohort, collaborated with organizations nationally, and brought its perspective to industry-specific groups throughout the region. In collaboration with CARA+ and CWFA, the CRN created an alumni program to expand and strengthen hiring practices and retention strategies.

### HIGHLIGHTS

- Brought together 111 leaders across 24 organizations in the region through CRN cohorts
- Launched alumni program in collaboration with CWFA and CARA+

## 5/25 MOVE TO ACTION

The murder of George Floyd in 2020 sparked widespread re-examination of corporate practices and a desire to do more to advance racial and economic justice. A year later, We Rise Together: For an Equitable and Just Recovery and the Corporate Coalition of Chicago created 5/25 Move to Action, a platform on which firms can make public commitments to changing business practices in three categories:

- Inclusive workforce
- Businesses of color
- Neighborhood Investments

The Corporate Coalition is managing implementation of 5/25 MTA, which includes tracking progress against the original commitments, sharing lessons learned and bringing visibility to those doing the hard work of challenging business as usual, with the goal of inspiring others to do the same.





### Instead of...

Expecting employees to bring lunch or find options in a short timeframe

### Discover...

Partnered with local restaurants to provide free lunch, boosting the local economy

### Instead of...

Requiring a bachelor's degree for all entry-level positions

### Accenture...

Has removed college requirements for nearly half of entry-level positions, increasing diversity & bringing in talent via apprenticeships



### Instead of...

Focusing on hiring graduates from four-year degree programs

### Deloitte's U.S.

### Delivery Center teams...

Make Grow with Google certificate holders part of their talent pool

### Instead of...

relegating MBE subcontractors to Tier 2 roles and responsibilities,

### SDI Presence...

treats MBE firms as partners and helps them grow by offering co-prime experience on large-scale projects



## EQUITY PRODUCTS FOR INVESTING IN COMMUNITIES (EPIC)

Despite their assets and human capital, many Chicago-area communities are systematically undervalued and lack access to the resources needed for catalytic real estate development projects, including in particular equity capital.

EPIC is structured to be a capital pool that provides the equity and equity-like resources catalytic projects need to access other capital (e.g., debt), proceed, and lay the foundation for long-term, structural change in community development financing and neighborhood vitality.

After extensive outreach and market exploration, the planning group has learned that EPIC does not meet the current desires of corporate investors. By engaging interested individuals and organizations, the Corporate Coalition team is developing options for other funders or capital structures that can make a strong contribution to permanently reducing the inequities in access to financial resources.

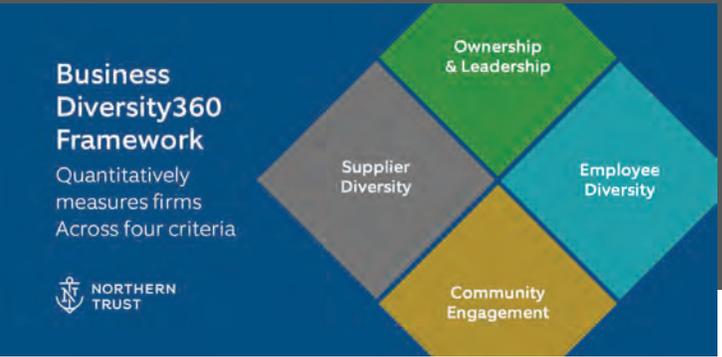
## INNOVATIVE PRACTICE SHARING

The Corporate Coalition helps companies rethink business as usual by highlighting innovative practices in a variety of formats, from peer-to-peer connections to events featuring speakers who are implementing new approaches. Our focus is the on companies' decisions to change, the challenges and results of trying different practices.

### HIGHLIGHTS

- In partnership with 11 organizations, the Corporate Coalition organized the second Workforce Showcase, sharing promising talent solutions. More than 100 participants heard from a dozen companies working on resiliency, retention, fair chance hiring, support services, and other critical talent strategies
- More than 61 companies participated in semi-monthly Coalition meetings, in which member companies shared new approaches to supplier diversity, local decision-making, and other initiatives designed to increase equity and support business success





# COMMUNICATIONS

In 2022, the Corporate Coalition built momentum for Business UNusual across the region, by lifting up examples of those who are implementing new, more equitable business practices.

## HIGHLIGHTS

- Launched "Business UNusual" Spotlights on our website, profiling seven new business practices companies have implemented to create more equitable results
- Posted 116 times on LinkedIn highlighting key topics such as investments in neighborhoods, inclusive hiring, workplace resiliency, equitable business practices, and spotlighting our members' experiences
- Published an OpEd penned by Corporate Coalition Co-Chairs in Crain's on challenging business as usual



## 2022 CORPORATE MEMBERS

Over the past year, more than 35 companies actively participated in and funded the Coalition.

- |  |  |
|--|--|
| Accenture  | EY                                     |
| AdventHealth   | Fifth Third Bank                       |
| Allstate   | Freedman Seating Company               |
| Amazon   | Google                                 |
| Ann & Robert H. Lurie Children's Hospital of Chicago | Health Care Service Corporation (HCSC) |
| AT&T   | J.P. Morgan Chase                      |
| The Boston Consulting Group                          | Mars Wrigley                           |
| Comcast  | Microsoft                              |
| ComEd  | NORC at the University of Chicago      |
| Discover   | Northern Trust                         |
| DL3 Realty   | Northwestern Medicine                  |
| Exelon   | Protiviti                              |

- Rush University Medical Center
- RW Ventures
- Salesforce
- SDI Presence
- Sidley Austin LLP
- Sinai Health System
- St. Bernard Hospital
- Third Horizon Strategies
- UChicago Medicine
- United Airlines
- University of Chicago
- Verizon
- Wintrust Financial
- Zeno Group

## LEADERSHIP COUNCIL

Members provide oversight, strategic direction, and funding for all Coalition activities.

- AT&T
- The Chicago Community Trust
- Discover
- DL3 Realty
- Fifth Third Bank
- Health Care Service Corporation (HCSC)
- J.P. Morgan Chase
- Mars Wrigley
- Northern Trust
- Protiviti
- UChicago Medicine
- United Way
- Metro Chicago





# CORPORATE COALITION

\* \* of CHICAGO \* \*

The Corporate Coalition was convened in 2019 by business leaders who came together to find ways for the business sector to use its assets, capabilities, and employee enthusiasm in new ways to address economic and racial inequities across all neighborhoods in the Chicago region.



## INITIATIVES

[Chicago Resiliency Network](#)

[Corporate Connector](#)

[EPIC: Equity Products for Investing in Communities](#)

[Fair Chance Initiative](#)

[5/25 Move to Action](#) (a collaboration with We Rise Together)

## LEADERSHIP

Co-Chairs are the public face of the Corporate Coalition. Our Leadership Council is comprised of business executives and anchor partner leaders who collectively guide the work of the Coalition.

- **Roger Hochschild**, Co-Chair  
President and CEO, Discover
- **Eileen Mitchell**, Co-Chair  
President of AT&T Illinois
- **Maurice Smith**, Co-Chair  
CEO, Health Care Service Corporation (HCSC)

## JOIN

All companies are welcome, no matter where they are on their journey to address inequities. Members contribute \$10,000, which provides:

- Access to Corporate Coalition initiatives, offering tangible ways to engage assets, capabilities, and employee enthusiasm to address inequities in the Chicago region
- Invitations to participate in quarterly meetings, hear updates from local public sector leaders, and engage in conversations with thought leaders
- Admission to practice-sharing forums
- Opportunities to lift up and highlight member company practices via Business UNusual spotlights

Potential members are welcome to attend meetings before deciding whether to join. For more information on the Corporate Coalition and membership, please contact Brian Fabes at [brian.fabes@corpcoalition.org](mailto:brian.fabes@corpcoalition.org).

# THINK DIFFERENTLY. ACT COLLECTIVELY.

