



Inclusion & Equity Framework

At the Calgary Chamber, we know we are Better Together.

Our north star is to empower the business community to advance a prosperous Calgary – one that thrives by making space for everyone. By advancing inclusion, diversity, equity and accessibility (IDEA), we strengthen Calgary’s business community, deepen relationships and use our platform and convening power to foster a more equitable, welcoming and successful city for all. We are grateful to our Board, IDEA Sub-Committee, Staff Working Group, members and partners who guide this work.

Priority #1 Embedding IDEA in Internal Culture	Priority #2 Connecting Members with Resources	Priority #3 Advocating & Amplifying Voices
<i>Develop an organizational culture that reflects the value and principles of IDEA in all aspects.</i> Actions • Train staff, Board and volunteers on IDEA • Update hiring and employment practices • Review engagement practices for equity and inclusivity • Align our brand with our values	<i>Support businesses in navigating and advancing IDEA in their own organizations by providing resources and wayfinding.</i> Actions • Share resources and research with our business community • Convene the business community to share best practices • Publicly share our progress on IDEA initiatives • Provide opportunities for member input into IDEA initiatives	<i>Use our platform to amplify underrepresented voices and advocate for government policies that reflect the economic priorities of diverse people – supporting a more inclusive economy for all.</i> Actions • Champion and amplify diverse voices • Engage, build and strengthen relationships with diverse communities • Advocate for systemic change through our public policy efforts

INCLUSION PILLAR PARTNER – RBC

As the Calgary Chamber’s Inclusion Pillar Partner, RBC is investing in advancing a prosperous and inclusive economy. Through their support, the Calgary Chamber is able to provide entrepreneurs of all backgrounds with access to programs and networks, with a special emphasis on supporting women entrepreneurs in developing and growing their businesses.

Royal Bank of Canada is a global financial institution with a purpose-driven, principles-led approach to delivering leading performance. Their success comes from the 100,000+ employees who leverage their imaginations and insights to bring their vision, values and strategy to life so they can help their clients thrive and communities prosper. As Canada’s biggest bank and one of the largest in the world, based on market capitalization, RBC has a diversified business model with a focus on innovation and providing exceptional experiences to more than 18 million clients in Canada, the U.S. and 27 other countries. Learn more at [rbc.com](https://www.rbc.com).

RBC is proud to support a broad range of community initiatives through donations, community investments and employee volunteer activities. See how at [rbc.com/peopleandplanet](https://www.rbc.com/peopleandplanet).