

**RESOLUTION ENCOURAGING CHICAGO-BASED COMPANIES TO MAINTAIN THEIR DIVERSITY, EQUITY, AND INCLUSION PROGRAMS IN SPITE OF NATIONWIDE LEGAL CHALLENGES TO THE PROGRAMS**

**WHEREAS**, The City of Chicago is a diverse, vibrant, and inclusive community, home to individuals from various racial, ethnic, cultural, and socioeconomic backgrounds, all of whom contribute to the city's success, growth, and prosperity; and

**WHEREAS**, The principles of Diversity, Equity, and Inclusion (DEI) serve as a foundation for fostering innovation, enhancing workplace culture, and ensuring equal opportunity for all people regardless of race, gender, ability, sexual orientation, religion, or other factors; and

**WHEREAS**, Chicago has long been a leader in promoting workplace diversity, equity, and inclusion, with local businesses, public agencies, and nonprofit organizations committed to building more inclusive and representative environments for their employees and communities; and

**WHEREAS**, DEI programs in organizations help ensure that historically marginalized and underrepresented groups are given equitable access to opportunities for career advancement, leadership roles, and success in the workforce, while also promoting an inclusive culture where all employees are valued and respected; and

**WHEREAS**, In recent years, there have been legal and political challenges across the nation to Diversity, Equity, and Inclusion programs, including efforts to limit or eliminate their implementation in certain settings, which could potentially undermine the progress made toward creating more inclusive workplaces and equitable opportunities for all; and

**WHEREAS**, Despite these challenges, it is essential that Chicago-based companies remain steadfast in their commitment to the principles of DEI, understanding that these programs are vital not only to the wellbeing of employees but also to the long-term economic and social success of the city and its businesses; and

**WHEREAS**, The City of Chicago stands as a beacon of progress and justice, and calls upon the corporate community to continue advancing diversity, equity, and inclusion practices as part of their core mission and values, regardless of national trends or legal obstacles that may arise; and

**WHEREAS**, The City of Chicago recognizes the importance of supporting local businesses in maintaining their DEI programs and stands ready to offer resources, guidance, and collaboration to help strengthen and expand these initiatives; now, therefore

**BE IT RESOLVED**, That the City of Chicago strongly encourages all Chicago-based companies, corporations, and organizations to continue maintaining, promoting, and strengthening their Diversity, Equity, and Inclusion programs, regardless of the legal challenges to such programs that may occur at the national level; and

**BE IT RESOLVED,** That the City of Chicago reaffirms its commitment to fostering an inclusive, equitable, and diverse business environment and recognizes the invaluable contributions of DEI programs to the success of both the local workforce and the city's economy; and

**BE IT FURTHER RESOLVED,** That a copy of this resolution be distributed to Chicago-based companies to encourage the maintenance of their diversity, equity, and inclusion programs.

A handwritten signature in black ink, appearing to read 'Gilbert Villegas', with a stylized flourish at the end.

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Gilbert Villegas  
Alderman, 36th Ward  
Chairman,  
Committee on Economic, Capital & Technology Development