

Equity and Inclusion Statement

The Greater Cleveland Partnership strives to be a civic model for the development and implementation of diversity, equity and inclusion strategies that advance productivity, innovation, and economic growth. Our commitment to this goal is evident in our leadership policies, employment practices, purchasing priorities, business partners and community investments. Our commitment to diversity also includes cultivation of a climate that respects and values individual differences. Along with being an organization that attracts, retains and develops employees that represent various dimensions of diversity including race, age, gender identity, sexual orientation, religion, political and cultural beliefs, economic status and ability.

GCP recognizes that economic prosperity for the region cannot be achieved without addressing broader barriers that have historically prevented many of our citizens from reaching their full potential. Personal, cultural, institutional, and organizational discrimination and stigmatization along social identities creates and sustains privileges for some while creating and sustaining oppression for others. Consequently, we support initiatives that, among other things, promote the improvement of our neighborhoods, urban education systems, and facilitate effective preparation of our local workforce to meet the needs of current and emerging industries. We are committed to developing and pursuing economic development strategies that take into account the broad range of factors that must be confronted to create a competitive and equitable economic and social environment.

Because of GCP's unique mission, we have the opportunity to model our commitment to diversity, equity and inclusion both internally and externally.

Board Composition and Engagement

GCP embraces board diversity as a best practice to enhance organizational creativity, promote competitiveness throughout its markets, and ensure responsible and responsive corporate governance. GCP actively monitors board membership as a reflection of the diversity of our community and engages its diverse board members in key leadership positions in order to take advantage of the broad range of talents and perspectives they bring.

Business Engagement

GCP works to foster economic inclusion as the operating norm for businesses and organizations in Northeast Ohio. We provide members with relevant data and research designed to assist them in developing and achieving tailored economic inclusion goals, with a particular emphasis on advancing minority talent in in-demand industries, as entrepreneurs, other professionals. We also act as a clearinghouse for diversity and inclusion best practices to enable our members to implement effective diversity and inclusion policies within their own organizations.

Staff & Community

Developing a staff that values and reflects diversity, equity and inclusion allows us to better connect with the business and policy priorities of the members we serve and the region where we live. An inclusive work environment where all are engaged assists all of our employees in reaching their full potential by effectively demonstrating that their contributions matter. We also patronize minority-owned and women-owned businesses as partners in supporting GCP's mission.