



Diversity and Inclusion Policy Statement

Our Value Statement

The Loudoun County Chamber of Commerce is committed to advancing the values and benefits of diversity, equity and inclusion in our county and in our Nation.

The Loudoun Chamber also believes that every individual deserves the opportunity to enjoy the fruits of a strong economy and a vibrant quality of life. We also believe that celebrating diversity, championing equity and cultivating inclusion are essential to the economic and social vitality and health of the Loudoun community and Northern Virginia region.

To best serve our members and our community, the Loudoun Chamber is committed to building and maintaining a diverse, equitable and inclusive business environment. The Chamber also strives to serve as best practice example for the implementation of diversity and inclusion strategies.

Our Commitment

The Loudoun County Chamber of Commerce is committed to ensuring its leadership – including its Officers, Directors and Committee Chairs – and general membership reflect the diversity of Loudoun County and our membership.

Therefore, the Loudoun Chamber is committed to eradicating all barriers to participation in any Loudoun Chamber activity based on economic position, gender, race, creed, age, sexual orientation, gender identity, national origin, disability, or any other inherent personal attribute.

Further, the Loudoun Chamber will commit to ensure that the organization's Officers, Directors, committee leadership, staff, programs and initiatives are diverse and appropriately reflective of our values, the region, and investors we serve.

To demonstrate and ensure the success of this commitment, the Loudoun Chamber has established a governance-focused Diversity and Inclusion Policy Committee to provide oversight and ensure effective application of the Chamber's Diversity & Inclusion policies and practices, including but not limited to the Diversity, Equity and Inclusion HR Policies and the Board Diversity Policy.

Comprised entirely of Chamber Directors, the Diversity and Inclusion Policy Committee will report directly to the Chair of the Chamber's Board of Directors and make regular reports to the Board of Directors on its activities and recommendations.



Our Member Expectations

The Loudoun Chamber expects its Leadership and Membership to reflect these values and commitments, and to take additional steps to ensure all in our community, regardless of their position or status, enjoy equal access to opportunities that lead to economic and social prosperity, including:

- Establishing, publicizing, and enforcing its anti-discrimination and anti-harassment policies.
- Seeking out and utilizing talent from all backgrounds to help build a diverse and productive workforce.
- Establishing best practices and offering internal and external initiatives that signify and foster authentic inclusion.
- Committing to promote qualified diverse individuals to serve in all areas of your organization.
- Promoting strategic alliances that value and improve the quality of life for all who live in our community.