



River North Diversity and Inclusion Guidelines

River North Residents Association supports diversity and inclusion in development and land use projects. Minority and female workers are underrepresented in the trades. The need to be more inclusive and to address unfair labor practices is an important factor in RNRA's assessment of project proposals.

Income disparity, insufficient labor force due to aging Union membership, and barriers of entry for available talent are concerns that we hope to see positively impacted by the following development guidelines.

Subject	Guideline
Public Building Commission of Chicago	RNRA supports the Public Building Commission of Chicago guidelines. The PBC's minimum goals for participation by certified firms on its projects are 26 percent for MBE firms and 6 percent for WBE firms. Developers and their General Contractors should closely monitor compliance with MBE/WBE goals for their projects.
Employment Access	RNRA encourages developers and their General Contractors to support access by minorities, females and apprentices to well-paying union jobs. GC's and their Subcontractors should track labor hours and report on the allocations to minorities, females and apprentices to developers and community stakeholders.
Pre-Qualification Programs	RNRA supports pre-qualification programs to achieve a pathway to Union jobs. There are many non-profit organizations that have developed training programs to advance a diverse and inclusive workforce. RNRA suggests that developers provide funding to such non-profit programs that can provide meaningful metrics on how many of their graduates get into apprenticeship programs.
Buddy Systems	RNRA recommends that General Contractors develop and create a buddy system to foster a welcoming, harassment free jobsite and promote the retention of minority and female workers. We encourage training programs on non-discriminatory policies and practices for supervisors and managers.

RNRA Development and Land Use Committee

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