

Sterling Bay Values Diversity, Equity, and Inclusion

For decades, Sterling Bay has built strong communities by developing properties – and relationships – that break boundaries. Together with our employees, partners, and neighbors, we strive for innovation in everything we do, including creating an industry-leading approach to the advancement of diversity and inclusion in commercial real estate.

To achieve this goal, we embrace the T.E.A.M. – Together Everyone Achieves More – philosophy which serves as the foundation of our equity efforts to date. T.E.A.M. reminds us that in considering and valuing all perspectives, experiences, ideas, and opinions, we are able to reach our highest point as an organization.

Sterling Bay Diversity & Inclusion Advisory Council

Sterling Bay's Diversity & Inclusion Advisory Council is a voluntary consortium of real estate and construction professionals and advocacy group leaders, assembled as strategic thought partners in the development of Sterling Bay's diversity and inclusion program and engagement of the minority and female contracting community.

Members

- > American African Contractors Association (AACCA)
- > Association of General Contractors (AGC)
- > Black Contractors, Owners and Executives (BCOE)
- > Black Contractors United (BCU)
- > Business Leadership Council (BLC)
- > Chatham Business Association (CBA)
- > Chicago Minority Supplier Development Council (CMSDC)
- > Chicago United
- > Chicago Women in Trades (CWIT)
- > Construction Industry Service Corporation (CISCO)
- > Federation of Women Contractors (FWC)
- > Hispanic American Construction Industry Association (HACIA)
- > Illinois Hispanic Chamber of Commerce (IHCC)
- > Lesbian Gay Bisexual & Transgender Chamber of Illinois
- > United States Minority Contractors Association (USMCA)
- > Women's Business Development Council (WBDC)



Creating Opportunity

Minority & Women-Owned Business Engagement

At Sterling Bay, we strongly believe that equitable participation is the key to ensuring balanced economic growth, community transformation, and industry resilience. As such, we are committed to creating new pathways of professional opportunity for minority and women-owned business enterprises in the construction and professional services trades.

For regular updates on contractor networking events and project opportunities, please fill out our Subcontractor Contact Form on the [Sterling Bay Opportunities webpage](#).

Partnership with HIRE 360

Sterling Bay is a proud partner of HIRE 360, a revolutionary initiative designed to create opportunity for and build a pipeline of diverse talent in the real estate industry, as well as expand employment and advancement opportunities for members of underrepresented populations across the city of Chicago.

As a company born and raised in Chicago, Sterling Bay has a deep-rooted commitment to ensuring our neighbors from all communities have an opportunity to participate in and prosper from our transformative developments. By collaborating with the City, local aldermen, trade unions, and community stakeholders we are expanding our outreach and engagement of W/MBE firms.

Through our partnership with HIRE 360, we have donated \$100K to the Construction Loan Program, which works in cooperation with banks and lending institutions (CNI, CIBC, Liberty and Providence) to offer loans and/or lines of credit to W/MBEs that traditionally have been denied access to capital.

Building Community

Since its inception, SB Cares, a philanthropic initiative from Sterling Bay, has invested in over \$8M in 100+ community organizations across Chicago, underscoring the firm's commitment to social responsibility.

Learn more about the work of SB Cares and how you can submit a Request for Donation [here](#).

Developing Diverse Talent

Sterling Bay believes career paths and professional internships that support and actively seek out diverse candidates help build successful futures. Understanding, respecting, and valuing diversity—unique experiences, cultures, ideas, and opinions is central to who we are and what we do.

Most recently, Sterling Bay launched Prysm Institute, a new Chicago-based incubator and accelerator for emerging and established companies that specialize in the fields of healthcare, life sciences and technology. In particular, Prysm Institute will provide increased opportunities to business owners from diverse backgrounds as they grow and scale their operations. Learn more about Prysm Institute [here](#).

For more information about Sterling Bay's commitment to diversity and inclusion, please contact businessdiversity@sterlingbay.com.