

Prioritize business equity, foster a fair and inclusive environment, and unlock a wealth of untapped potential—all at **no cost** to your organization. Commit to implementation and take action!

YOUR COMMITMENT LETS YOU

- 1.** **Demonstrate** to your board, stakeholders, employees, and prospective talent that your organization is taking action against inequity.
- 2.** **Show** the [true return on investment](#) of diversity and inclusion in business through implementation of best practices and reporting.
- 3.** **Learn** best practices and find resources to support your DE&I journey and join a network of companies with similar goals.

MEMBERSHIP COMMITMENTS

Discover which membership is right for your business.

BEI Silver Membership

- Collect and provide data and metrics
- Participate in Procurement Roundtable
- Adopt at least one recommendation, program, or strategy from our pillars

BEI Gold Membership

- All Silver commitments, plus:
- Adopt an additional recommendation, program, or strategy from our pillars
- Provide a representative to serve on the Policy task force

MEMBER BENEFITS

Join today and explore a multitude of benefits that can positively impact your business and our region. As a member, you'll have access to valuable resources that all contribute to BEI's pillars of People, Procurement, and Policy, including:



PEOPLE

Access to People Community of Practice events, which give hiring professionals guidance and support in attracting, retaining, and advancing Black professionals.



POLICY

Seat on BEI Policy Task Force and invite to Indy Chamber Policy Summit, the premier policy forum for business leaders, legislators, and experts in Central Indiana.



PROCUREMENT

An opportunity for your business to pitch to purchasers or purchase from curated, diverse suppliers at the BEI Procurement Roundtable.

Learn more at businessequityindy.com and [join](#).



FREQUENTLY ASKED QUESTIONS

Who is eligible to become a BEI member company?

Any organization or institution with operations and staff located in Central Indiana (nine-county region: Marion, Hamilton, Boone, Hendricks, Morgan, Johnson, Shelby, Hancock, Madison) may sign up to be a member. All organizations who opt to sign up for membership must agree to meet all requirements listed of their selected membership level (Gold or Silver), including providing data on workforce, procurement practices, and policy advocacy (if a lobbying organization).

What does BEI membership cost?

BEI membership is FREE! This is an opportunity for your organization to publicly make the commitment to advancing racial equity in Central Indiana and join like-minded businesses and institutions in taking action around equity and inclusion and removing more barriers in our community for all Hoosiers. All you need to commit is your time and talents to contribute to this collaborative effort.

Why should I join BEI?

Taking action against inequity and promoting inclusion is good for the world *and* good for business. Research from the [World Economic Forum](#) indicated that companies with diversity scores considered above average “drive 45% average revenue from innovation”, compared to 26% for firms with diversity scores considered to be below average. Plus, [McKinsey & Company](#) reported that companies in the top 25% for racial/ethnic and gender diversity were 36% and 25% more likely to have “superior financial returns”, respectively.

What happens once I complete the sign-up form?

A member of the BEI team will contact you to confirm receipt and answer any initial questions you may have. You'll also receive links to sign up for a BEI New Member Orientation on September 7 (required for new members).

What does orientation involve?

Representative(s) from your organization are invited to attend a 1.5-hour orientation on September 7. BEI will share more information around its history and mission, our three pillars of focus (People, Procurement, and Policy), how to participate and complete your membership requirements annually, and provide more explanation on the data collection process.

Why do you want to collect my data? Will it become public?

The data BEI collects are aggregated and anonymized, so no individual company's specific data is published. We collect this data to first find a baseline of how our Central Indiana business community is performing currently, so we can then set goals to improve our metrics in the future. Transparency of our progress is a key element of BEI's philosophy, and by becoming a member you can help visibly demonstrate Indy's ongoing work toward creating an inclusive economy.

How do I fulfill my membership requirements – what are the strategies and programs I can implement to meet those requirements?

On BEI's website, you can find a comprehensive list of best practices, recommendations, strategies, and programs from which you can select to implement throughout the year. Based on your membership level (Gold or Silver), there are varying degrees of participation requirements. Leveraging BEI's resources and programming, BEI will survey all member companies annually to understand what has been implemented or is in progress to maintain membership status.

I'm already a member of the Procurement Roundtable. Do I need to sign up to become a BEI member?

Yes. Being a BEI member company involves other participation requirements beyond the Procurement Roundtable. Remember: any company can participate in the Procurement Roundtable, whether they are a BEI member or not.

I've been participating in BEI as a Task Force member. Do I need to sign up to become a member.

Yes, let's make it official! BEI membership is a formal commitment to take action across our three pillars, or 3 Ps: People, Procurement, and Policy.

In light of recent Supreme Court rulings or other statements by elected officials on the validity of corporate DEI programs, is BEI still operating as it was initially rolled out?

BEI is focused on growing a more inclusive business climate and building greater equity and economic opportunity for the Indy region's Black residents and people of color. We will continue to drive forward its important mission-based work. The recent rulings and other statements do not apply to the scope of BEI's undertakings.

Who do I contact if I have more questions about membership?

You can contact us via email at info@businessequityindy.com or send a request through our website's [contact form](#).

Learn more at businessequityindy.com and [join](#).