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53 Northern Virginia Businesses Recognized as *Champions For Accountability* at Inaugural Event

At an event headlined by journalist Dorothy Butler Gilliam, the partnership released regional research data and its ongoing badging program created to encourage DEI efforts within Northern Virginia businesses.

Tysons, VA – The [Northern Virginia Chamber of Commerce](#) (Chamber) and the [Community Foundation for Northern Virginia](#) (CFNOVA) launched their inaugural Champions for Accountability (Champions) this morning at an event headlined by journalist and social justice advocate **Dorothy Butler Gilliam**. This unique partnership was created to encourage Diversity, Equity and Inclusion (DEI) efforts among Virginia’s current and future businesses.

Hosted by **MITRE**, today’s Champions event was an unveiling of the program’s research findings and included a moderated discussion of Chief Diversity Officers about DEI within our region. The groundbreaking research identified a number of DEI-related tools and strategies businesses can employ to improve their workforce. [The full report is available here.](#)

One of the program’s ongoing initiatives is a badge program that identify “Champions” for DEI in business, nonprofits, and others. 53 Northern Virginia businesses were among the first to receive their badges at today's event. The program welcomes additional companies to opt-in to share their data and earn their badge.



Here are several key takeaways from the report:

- Women and non-white leaders account for just 47 percent of executives, despite being 74 percent of the Northern Virginia Workforce. This is especially stark for Black and Hispanic women.
- A White man is nearly 5x as likely to occupy an executive role in an organization compared to a similarly qualified woman of Color.
- Over the past 10 years, the demographics of executives have changed in that there is a 36% increase in the number of White men, and a 56% increase in the number of women and executives of Color
- 53 organizations completed the application and became "champions"
- 69% of the 2022 Champions are nonprofits
- Self-Identification notes:
 - 100 percent ask employees to self-identify race or ethnicity
 - 98 percent ask employees for sex and gender
 - 56 percent ask about disability status
 - 37 percent ask about LGBTQ+ status
 - *note that 91 percent of organizations asked individuals to self-identify

"I want to emphasize that today's event and the Champions for Accountability project is part of a much larger strategy. This project and today's event are just the beginning. We are committed to helping our regional business community grow, learn from one another, and importantly improve our region's outcomes," said **Julie Coons**, President and CEO of the Northern Virginia Chamber.

"This badging program is one way to encourage and promote more inclusive systems of economic growth in Northern Virginia. By recognizing and uplifting organizations that collect, share, and act on data on their leadership and workforce, we hope to lead and inspire Northern Virginia to build a community that works for everyone." -Eileen Ellsworth, President and CEO of the Community Foundation for Northern Virginia.



“Northern Virginia Community College supports all efforts to give students from all backgrounds the best chance at succeeding in their education and career goals. This important badging effort by the Northern Virginia Chamber of Commerce and the Community Foundation for Northern Virginia reinforces the importance of diversity, equity, and inclusion to the future of work in the region. We look forward to sharing best practices that support inclusive excellence.” – Nathan Carter PhD, Chief Diversity, Equity, and Inclusion Officer at Northern Virginia Community College.

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PANELIST QUOTE:

“Creating a sense of belonging for all employees is essential to building a more inclusive and diverse workforce. On behalf of MITRE, I am pleased to commend the Northern Virginia Chamber of Commerce for their leadership in creating the Champions of Accountability and their engagement of the regional business community. As research by the Virginia Community Foundation illustrates, there are many opportunities to strengthen diversity. I’m honored to be working with the many dedicated business executives leading the path forward.” Stephanie E. Turner, MITRE, vice president, inclusion, diversity, and social innovation.

About the Northern Virginia Chamber of Commerce

Originally founded in 1925 as a Fairfax county-focused business advocacy organization, the Northern Virginia Chamber has grown into the region's largest Chamber of Commerce, drawing members and impacting policy across the Greater Washington D.C. Metropolitan Region. Today, representing close to 500,000 employees, the diversity of our community is one of our greatest assets, offering opportunities to learn from one another and form personal connections that help guide lasting business growth.

The Chamber’s goal is to be considered not only a business partner but also an agent of change for our members. We do this through our work in government advocacy, education through events and programs, networking, promotion of member businesses, and recognition



through awards. We are proud to have worked together over these many years to build a meaningful association that enriches our community and look forward to continuing that good work.

For more information, visit www.novachamber.org.

About the Community foundation for Northern Virginia

The Community Foundation for Northern Virginia grows philanthropy to respond to critical need, seed innovation and lead and convene the community. Comprised of donor advised funds, permanent funds, giving circles, and other charitable endowments, the Community Foundation connects donors to community and promotes a more equitable and inclusive prosperity that marries our economic strength with the full breadth of our diverse community. In the past two years the Community Foundation awarded more than \$20 million in grants and scholarships and now reports \$89 million in managed philanthropic assets. For more information please visit us at www.cfnova.org, or follow up on [Facebook](#), [Twitter](#), and [Instagram](#).

About MITRE

MITRE's mission-driven teams are dedicated to solving problems for a safer world. Through our public-private partnerships and federally funded R&D centers, we work across government and in partnership with industry to tackle challenges to the safety, stability, and well-being of our nation. Learn more at www.mitre.org.