

2025 IMPACT REPORT

Corporate Coalition of Chicago



**CORPORATE
COALITION**

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The Corporate Coalition of Chicago began in 2019 when business leaders met to consider how Chicago’s business community could help reduce gun violence by expanding economic opportunity.

Today, the Corporate Coalition is an alliance of more than 50 companies and 26 nonprofit anchor partners that are reducing economic and racial inequities through the power of their business practices. Working together, members challenge current business practices to identify and implement new ways to deploy capital, capabilities, and employee enthusiasm to build successful companies and a thriving region. In doing so, companies embody the idea of “Business UNusual,” a term we coined to describe both the mindset and the changes in practices essential to creating the region we envision.

Our members go beyond philanthropy and civic engagement to rethink how to use their economic assets to promote business success and create a safer, more prosperous region for everyone.

The Corporate Coalition pursues its mission by:



**Changing
Business
Practices**

**Building
Community**

**Leading
the Public
Conversation**

Letter From Our Managing Director

As we begin 2026, members of the Corporate Coalition are leading change across Chicago. Our community is growing; our voice for creating a more thriving, equitable region through business practice change is more prominent than ever; and members are moving beyond philanthropy to change business practices through our six initiatives.

At a time when some corporate leaders are pulling back from public commitments to equity, and some are afraid to talk about the values that make companies great or even the positive changes they are making, our work and our voice are more critical than ever. Together with our members, we're proving that changing business practices creates opportunities for people, companies, and the region, and we are not shy about saying so.

The achievements outlined in this report set the stage for even more impact in the year ahead. In 2026, we will expand on last year's successes, grow our membership, and elevate even further the voice of Chicago's business leaders who are committed to a region where everyone thrives.

Thank you for showing up, doing the work, and being part of this exciting journey.



A handwritten signature in black ink that reads "Brian Fabes".

Brian Fabes
Managing Director
Corporate Coalition of Chicago

Changing Business Practices

The Corporate Coalition advances its core work through our initiatives—efforts we undertake with our members to change specific business practices that will contribute to changing the culture of doing business in our region. Last year our members engaged with us on six initiatives.



The Chicago Resiliency Network

In 2025, the Chicago Resiliency Network concluded four years of Generation Work—a collaboration with Cara Plus and the Chicagoland Workforce Funder Alliance to promote retention of early-career talent. We engaged 23 employer partners from the hospitality, healthcare, manufacturing, and finance sectors. Employers piloted practical strategies to strengthen retention and build resilience-centered cultures. This final year, we welcomed four new companies and focused on documenting the most effective employer learnings, turning years of experimentation into tools and frameworks that employers can sustain and scale.

2025 pilots included:

- **It Takes a Village:** Launched frequent strengths-based mental health check-ins to normalize wellness conversations and surface staff needs early.
- **Aramark at UChicago Medicine:** Standardized interviews and scoring to improve hiring quality and early retention.
- **UChicago Medicine Ingalls:** Embedded regulation practices into meetings and 1:1 check-ins to strengthen psychological safety and team support.

Looking ahead to 2026, we are launching the next evolution of this work through the Frontline Manager Training program – the newest iteration of the Chicago Resiliency Network. Built from four years of Generation Work insights, the program equips frontline managers with practical tools to strengthen communication, trust, and team resilience. This training expands our role helping employers build workplaces that are better for employees and better for business.

The Corporate Connector

The Corporate Connector enables neighborhood entrepreneurs to access technical expertise provided by our members' employees. Project interactions foster human connections that bring new perspectives and influence business decision-making.

To date, the Corporate Connector has worked with more than 20 Coalition member companies, engaged more than 200 employees within those companies, supported more than 70 community-led projects and organizations, and worked across 37 Chicagoland neighborhoods.

Collectively, projects supported by the Connector expect to invest more than \$300 million in Chicago neighborhoods and provide approximately 1,500 jobs.

Highlights in 2025 included:

- **SNtial Technologies** provided software development support to the Academy for Global Citizenship at Cultivate Collective, an educational, community wellness, sustainability, and economic development hub in Garfield Ridge.
- **McKinsey & Company** delivered an operations management strategy with Fawohodie Foundation, an entrepreneurship and social innovation hub located in West Garfield Park.
- **EY** developed a corporate sponsorship and funding strategy playbook with BandWith, a provider of free arts and music programming that celebrated the grand opening of a new 25,000 sq.ft. location in East Garfield Park.

In 2026, the Corporate Connector will build on this momentum by deepening existing partnerships, forging new ones, and fostering meaningful human connections that bridge corporate resources and community needs — all to help more local businesses and development projects thrive across Chicago's neighborhoods.

Equity Capital Pool (E-CAP)

E-CAP is a \$100-million initiative anchored by an initial \$28-million Fund I, designed to provide patient, affordable equity and equity-like capital to real estate developers of mixed-use and commercial projects in underserved neighborhoods. E-CAP, when fully deployed, will help unlock hundreds of millions of dollars of real estate investment capital in communities where it is needed most.

Beyond the capital deployed and projects advanced, E-CAP aims to catalyze a future marketplace in which greater access to equity capital is routine and sustainable, where communities across the region can utilize a full spectrum of financing tools, enabling historically underinvested neighborhoods to thrive and contribute to a strong and growing regional economy.

In 2025, E-CAP secured commitments from two lead investors, secured verbal commitments for more than 90% of the remaining philanthropic and impact capital needed for Fund I, launched work to secure corporate capital, began the search for a fund manager, and established the foundational governance. We expect Fund I to close early in Q2 of 2026.

Fair Chance Hiring

The Corporate Coalition continues to be a national leader in working with employers that want to tap the talent of nearly 80 million working-age adults who have an arrest or conviction record. Companies that participate in our cohort program identify opportunities and change business practices to become more inclusive employers. Practice changes cover application processes, background check procedures, communications, and generating company-wide buy-in. Last year, we completed our third and largest cohort yet with nine employers who piloted business practice changes within their organizations. For example:

- A national research institution adjusted its background check policies to expand opportunities for fair chance talent and enhanced the language in its outreach to candidates to be more encouraging to those with records.
- A large Chicago hospital system now includes fair chance employer language in its job announcements and website after working with multiple stakeholders across the organization.

To date, 20 companies and nearly 100 executives, HR leaders, legal teams, and frontline managers have participated in the cohort we run with our partners, Cara Plus and the Chicagoland Workforce Funder Alliance.

Moving forward, the Corporate Coalition will continue raising awareness locally and nationally about fair chance hiring, while showcasing the tangible changes our cohort participants are implementing to create more inclusive hiring practices. Our fourth cohort will expand our reach to more Chicago employers, creating greater opportunities for job seekers with arrest and conviction records across the region.

Invest Together

Invest Together, a collaboration with Just Act Partners, continues to build corporate awareness of and commitment to place-based investment strategies. In 2025, we launched a new collaboration supporting the Civic Committee's goal of increasing employment in Chicago's South and West sides by 20,000 in five years.

Throughout the year, Invest Together expanded opportunities for employers to engage directly with communities through South and West Side site tours, while deepening engagement with interested companies through tailored, company-specific support. This hands-on assistance focused on key elements, including site selection, financing structures, and community engagement, helping employers move from interest to informed action.





Small Dollar Solutions

The Corporate Coalition, in partnership with the Woodstock Institute, launched its newest initiative, Small Dollar Solutions, to increase access to cash for individuals who cannot afford an unexpected or emergency expense (e.g., car repair, medical expense, etc.). By creating innovative partnerships between employers and lenders, Small Dollar Solutions provides employees of participating companies access to same-day cash at reasonable interest without a credit check. In addition to addressing short-term liquidity challenges, it helps employees grow savings and build credit scores, creating pathways to acquire other stabilizing and wealth-building assets like cars and homes. The result is greater employee stability and stronger workplaces, including:

- 20% higher job retention¹
- 67% of employees say it differentiates their employer²
- 95% of employees build emergency savings²
- 96% of employees build their credit²

With support from a Steering Committee that includes Amazon, the Chicago Community Trust, Discover, Fifth Third, Protiviti, TransUnion, and Wintrust, we engaged our first lender, Great Lakes Credit Union, and plan to bring on several additional lenders in 2026, as featured in Crain's Chicago Business. As lenders come on board, we will pilot the program with up to six companies to set the foundation for scaling to more employers to support their employees and strengthen retention.

¹ Income Advance Program, Rhino Foods Foundation

² North Country Federal Credit Union's Employer Sponsored Small Dollar Loan Program: Income Advance Case Study, 2025

Building Community

Changing business practices doesn't happen in isolation—it happens in community, and in 2025 we continued to invest in the relationships, conversations, and shared experiences that make this work possible.



Convening the Coalition

In 2025, we hosted five membership meetings with more than 80 participants each, bringing leaders and practitioners together to share new ideas, challenge one another, and inspire more action. Together our members and partners explored trust in the workplace, the national movement for fair chance hiring, place-based investments, and practice changes that lead to both business success and thriving communities—or Business UNusual.

This year's growth in participation demonstrates the value of bringing committed companies together to discuss issues, share promising practices, learn from experts, and inspire action.



Member-only Discussions

Leaders today face complex challenges in a divisive political environment. We curated three member-only, private meetings on some of today's most challenging issues—such as equity and inclusion strategies and utilizing AI to support rather than diminish equity. These sessions gave members a confidential space to share challenges and engage directly with experts about strategies, communications, and other concerns.

Site Visits

In collaboration with Defy Ventures, 27 members and anchor partners participated in a trip to Kewanee Correctional Facility to meet with incarcerated individuals. Participants helped coach detainees on their post-incarceration business plans and gained perspective on the commitment and creativity of the individuals they worked with.

“We’ve explored real ways to remove barriers, create access, and build pathways for individuals with past justice involvement to thrive in the workforce. I’m proud to have been part of this important work alongside so many passionate, purpose-driven professionals and organizations committed to fair chance hiring and economic inclusion.”

— Shawnda Morris, Loyola Medicine

Workforce Showcase

More than 100 participants joined a virtual exploration of innovative talent solutions including AI-powered inclusion, apprenticeship models, fair chance hiring, skills-based hiring, retention strategies and more. Business leaders shared firsthand experiences of what has and hasn't worked with the goal of inspiring other companies to try new approaches to expanding opportunities.

In the coming year, we will deepen and expand the community we are building, share innovative strategies, create more spaces for honest conversation, and connect more members to each other and to the communities that make this work meaningful.

Leading the Public Conversation

The Corporate Coalition is driving the public conversation about what it means to be a responsible business and business leader in Chicago through research, op-eds, conference presentations, videos, and LinkedIn—all to inspire leaders across the region to challenge business as usual.



Research, OpEds, and Conference Presentations

In 2025, the Corporate Coalition commissioned research that quantified the high expectations of Chicagoans for local business leaders. The survey, using NORC's statistically representative ChicagoSpeaks™ survey panel, identified the current opportunity for business leaders to build trust with Chicagoans. While trust in business leaders is almost non-existent nationally, Chicagoans hold more mixed views of local business leaders. About half trust business leaders to do the right thing, and about half do not. This work points to a significant opportunity for leaders to build trust, through changes in practices and dialogue about those changes.

Crain's Chicago Business published multiple opinion pieces amplifying the work of our member companies in a climate where leaders are increasingly afraid to speak out about the importance of creating more equitable, thriving workplaces and communities.

In 2025, staff of the Corporate Coalition spoke at three national conferences on workforce development, as well as the Chicago Workforce Symposium, and the Win-Win Workplace Conference.

Game Changers in the C-Suite

In 2025, we launched [Game Changers in the C-Suite](#), video interviews showcasing leaders who are rewriting the rules to change the culture of doing business in our region—and beyond. Their stories illustrate what motivates executives to change corporate practices in ways that reflect their personal values, strengthen their business results, and contribute to building stronger communities:



Scan to watch Game Changers interviews

Gil Quiniones, President and CEO, ComEd

Working with local businesses to help them grow and create the nation's most reliable electric utility

Hardik Bhatt, CEO, SDI Presence LLC

Localizing IT spend and developing a new apprenticeship approach—Xchange—to train and hire local talent

Jeff Brown, Executive Chairman, Brown's Super Stores, Inc.

Hiring local residents with arrest and conviction records as a competitive advantage

Jim Coleman, former Managing Partner, Accenture Chicago

Creating apprenticeship and long-term employment opportunities for hundreds by eliminating four-year degree requirements for nearly half of Accenture's entry-level jobs

Mark Peters, CEO, Butterball Farms, Inc.

Collaborating with local businesses to provide wrap-around supports for local talent

Tom Jackiewicz, President, University of Chicago Health System

Building sustainable career pathways available to all employees

LinkedIn

Our LinkedIn community continued to grow in 2025, serving as a key platform to amplify our voice and our members' voices, share insights from our initiatives, and advance the public conversation on how business leaders can create thriving businesses and thriving communities. Through regular posts, videos, research, op-eds, and member spotlights, we reached a growing audience of nearly 3,000 business leaders, practitioners, and advocates across Chicago and beyond.



Scan to follow us on LinkedIn

At a time when so many are fearful about speaking out about the need for more equitable workplaces and a more equitable region, the Corporate Coalition will be an even stronger voice in 2026 for corporate change as a vital path to creating a Chicagoland region in which everyone can thrive.

Looking Ahead

In 2026 we will build on our strong record of growth and impact. We will continue to help companies change practices through our initiatives, cultivate our growing community of committed leaders and practitioners, and lead the public conversation at a moment when speaking out requires real courage. Our success has been the result of the active engagement of our members and anchor partners, including hundreds of individuals committed to creating a new culture of doing business. Join us!



Leadership

The Corporate Coalition is led by our co-chairs and our Leadership Council. Co-chairs are the face of the Corporate Coalition, promoting our mission in the business community and to the public. Members of the Leadership Council share personal and organizational commitments to the Corporate Coalition and guide our work.

Co-Chairs

Roger Hochschild

*Former Chief
Executive Officer
Discover*

Eileen Mitchell

*President
AT&T Illinois*

Gil C. Quiniones

*President &
Chief Executive Officer
ComEd*

Leadership Council

Tom Andreesen

*Managing Director, Global Microsoft Alliance
Leader and CIO Solutions
Protiviti Inc.*

Patrick Besler

*Director of Government Relations
Health Care Service Corporation (HCSC)*

Sean Garrett

*President & Chief Executive Officer
United Way Metro Chicago*

Sarah Glavin

*Former Head of Community Affairs
Amazon*

Catina Latham

*Senior Vice President for Community Health
Transformation and Chief Equity Officer
UChicago Medicine*

Max Leichtman

*Director, Economic and Workforce Development
ComEd*

Tim Liston

*Market Strategy & Operations Leader -
Great Lakes
EY*

Rob McGhee

*Senior Vice President, Community Impact
Territory Manager
Fifth Third Bank*

Linda Nolan

*Group Managing Director and Executive Vice
President, Wealth Management
Northern Trust*

Matthew Primack

*President
Advocate Illinois Masonic Medical Center*

Curtis Reed, Jr.

*Head of Government and Healthcare,
Higher Education, and Not-for-Profit Banking
J.P.Morgan Chase & Co.*

Shandra Richardson

*Senior Director of Household Wealth
The Chicago Community Trust*

Julia Stasch

*Immediate Past President
John D. and Catherine T. MacArthur
Foundation, Philanthropy Executive in
Residence, University of Chicago Rustandy
Center for Social Sector Innovation*

Anne Vela-Wagner

*Executive Director, Mars Wrigley Foundation
Mars Wrigley*

Leon Walker

*Managing Partner
DL3 Realty*

Audrey Williams-Lee

*Former Chief People Officer
Ann & Robert H. Lurie Children's Hospital
of Chicago*

Membership

In addition to providing the resources that underwrite the Corporate Coalition, our members bring our mission to life by implementing new business practices, sharing these practices in meetings and at events, and bringing their creative energy to our growing community.

2025 Corporate Members

Accenture	JPMorgan Chase
Advocate Health Care	Just Act Partners
Allstate	Kintla
Amazon	Mars Wrigley
Ann & Robert H. Lurie Children's Hospital of Chicago	McKinsey & Company
Ariel Investments	Microsoft
AT&T	Morningstar
BMO	NORC
The Boston Consulting Group	Northern Trust
Butterball Farms, Inc.	Northwestern Medicine
Capital One	Protiviti
CCCIS	Rudd Resources LLC
Chicago Blackhawks	Rush University Medical Center
Comcast	RW Ventures
ComEd	S&C Electric
Discover	Saul Ewing
DL3 Realty	SDI Presence
Edelman	Sidley Austin LLP
EY	SNTial Technologies, Inc.
Fifth Third Bank	SomerCor
Financial Investments Corporation	Third Horizon Strategies
First Women's Bank	TransUnion
Freedman Seating Company	Trinity Health
Google	UChicago Medicine
Harris & Harris	United Airlines
Health Care Service Corporation (HCSC)	Verizon
Hyatt Hotels Corporation	William Blair
Invenergy	Wintrust Financial
	Zeno Group



Anchor Partners

Our anchor partners are nonprofit organizations collaborating with us to advance our mission. Partners offer expertise, provide insights and connections to community issues, work directly with us on our initiatives, and serve as valued thought partners in pursuit of our shared goals.

BECOME

Building Owners & Managers Association of Chicago (BOMA/Chicago)
Cara Collective
Chicago Cares
Chicago Community Loan Fund
The Chicago Community Trust
Chicago Cook Workforce Partnership
Chicago Neighborhood Initiative
Chicagoland Chamber of Commerce
Chicagoland Workforce Funder Alliance
Civic Consulting Alliance
Community Desk Chicago
The Executives' Club of Chicago

Healthcare Council of Chicago (HC3)
IFF
LISC Chicago
Chicago Metropolitan Planning Council
Michael Reese Health Trust
Network of Employer-led Workforce Solutions
North Lawndale Employment Network
P33
Skills for Chicago
United Way of Metro Chicago
West Side United
Women's Business Development Center
World Business Chicago



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Contact Us

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