Sterling Bay Diversity in Action

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Wherever we go, whatever we build, we're always setting the new standard. Powerful. **Provocative.** Personal. **Always reimagining how** people interact with the world around them and how we can do even more to let their ideas flourish. We are **Sterling Bay. A real estate** development company. And we build bold.

Sterling Bay

Diversity and Inclusion Advisory Council



The Diversity and Inclusion Advisory Council is a voluntary consortium of real estate and construction industry professionals and advocacy representatives that serve as strategic thought partners in the development and execution of Sterling Bay's diversity and inclusion program.



Sterling Bay Connects Summer Internship Program

Our signature collaboration with Chicago Scholars stimulates economic mobility and leadership development of academically ambitious, first-generation college students from low-income communities. Each year, Chicago Scholars sources students to participate in the Sterling Bay Connects summer internship program. During the six-week, paid internship experience, scholars are directly exposed to the diversity of career pathways in commercial real estate while developing relationships with future mentors and industry professionals.





TOP PHOTO | 2022 SB CONNECTS SUMMER INTERNS BOTTOM PHOTO | 2021 SB CONNECTS SUMMER INTERNS





Sterling Bay Connects to Historically Black Colleges and Universities

In continuation of Sterling Bay's commitment to creating a diverse talent pipeline of professionals entering into the commercial real estate, professional services and construction ecosystems, Sterling Bay is connecting with students attending a Historically Black Colleges and Universities (HBCUs).

HBCU Scholars, in their junior year, will be invited to participate in the SB Connects Summer Internship program, in concert with receiving the SB Connects to HBCUs Scholarship.





Sterling Bay Scholar Chicago State University Partnership

Sterling Bay has teamed with Chicago State University to develop a 'Sterling Bay Scholar' two-year scholarship program for a deserving student, pursuing a degree in Life Sciences and/or a related field.

In addition to financial support, Sterling Bay will also identify a mentor to engage with the scholar regularly to provide academic and career guidance during each academic school year.

PHOTO | SB INAUGURAL SCHOLAR, JILLIAN TYSON



We're committed to inclusive economic opportunities and practicing transparency. We're here to build better.

SB Cares

SB Cares is the philanthropic branch of Sterling Bay. We have supported over 30 organizations, donated over \$8.2M to nonprofit organizations and invested countless volunteer hours and in-kind contributions.

RIGHT PHOTO | CHICAGO RIVER CLEAN-UP

BOTTOM PHOTO | SOUTH SHORE COMMUNITY CLEAN-UP







Prysm Institute

The Prysm Institute, an enterprising business incubator, serves as an innovative complement to Sterling Bay's life sciences portfolio and provides entrepreneurs in the industry – particularly people of color and women – with access to mentorship, capital and high-quality collaboration space.



'Bay Breaks'

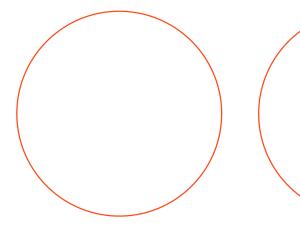
This media partnership with WVON Radio, Chicago's only African American owned and operated news talk radio station, is a enterprising platform designed to amplify Sterling Bay's commitment to DEI, while investing media buy dollars in minority and community press.



Sterling Bay

Internal Inclusion Committee: T.E.A.M. Together Everyone Achieves More







KEIANA BARRETT DIRECTOR OF DIVERSITY AND STRATEGIC DEVELOPMENT



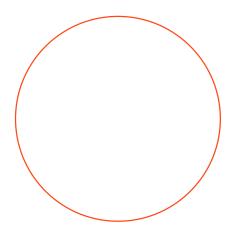
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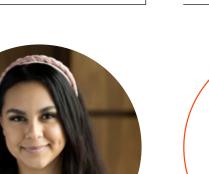


GWEN KAMINSKAS VICE PRESIDENT OF HUMAN RESOURCES



STEAPHANIE SMOTHERS VICE PRESIDENT OF DESIGN







CAROLINA GONZALEZ-ARIS ASSISTANT PROJECT MANAGER, DEVELOPMENT SERVICES



HUGH AMANO CHEF



Multicultural Art Curation

Sterling Bay has engaged Gallery Guichard, a renowned African American owned and operated art gallery located on the southside of Chicago in the Bronzeville community, to curate a multicultural art installation, in the lobby of One Two Pru, a 2.3. million-square foot, two-tower development at Randolph and Stetson in the East Loop of downtown Chicago. Entitled, the African Diaspora: Chicago, the exhibit illustrates the story of the city through thought-provoking, mixed-media art, created by a diverse slate of local artists of color. The beauty of this exhibition combines commercial real estate, fine art, the African Diaspora and importance of celebrating and investing in small businesses. Five of 10 pieces in the collection have sold, while being on display.



RIGHT PHOTO | FRANCES AND ANDRE GUICHARD, ARTISTS AND OWNERS OF GALLERY GUICHARD

Gallery Guichard Collaboration







TOP PHOTO | FLEET FIELDS BOTTOM PHOTO | HOLIDAY GIVING

Community Collaborations

For the past three years, we have activated our vacant parcel, located at 67th and Wentworth Avenue in the Englewood Community, to host wellness events, featuring COVID-19 Testing & Flu Vaccines (in partnership with 6th Ward Alderman Rod Sawyer, Meridian Health, Family Christian Health Center & Walgreens), along with holiday food giveaways.

Building off of our commitment to fostering a true sense of community, our Fleet Fields at Lincoln Yards has also served as host to a series of impactful community events, such as Hoopademics, a crosstown, diverse youth basketball camp, as well as an enlightening Asian Film Festival, for all ages.

Moreover, we have aligned with Christmas in the Wards, a local non-profit, to spread laptops, toys and holiday cheer to over 200 families from across the city. Sterling Bay is committed to supporting and adding value to the communities in which we live and work.



HIRE 360 Loan Fund and Workforce Development Partnership

By way of our federation with HIRE 360, we have donated over \$100K to the Small Business Loan Program, which works in cooperation with banks and lending institutions (CNI, CIBC, Liberty and Providence) to offer low interest loans and lines of credit to MWBE firms that traditionally have been denied access to capital. This investment serves a major catalyst to helping build capacity and expand business opportunities.

An additional vertical in our DEI framework is our workforce development partnership with HIRE 360 designed to recruit and train a diverse universe of Chicago residents, including young people, women and persons of color to work on our projects, such as Lincoln Yards and other developments scanning the city.

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Lincoln Yards MWBE Spend (to-date)

To ensure robust engagement with all interested companies, namely MWBE construction and professional services firms, we co-host subcontractor networking sessions to introduce project scopes, outline package breakdowns and share pre-bid and submittal instructions.

On the first (5) five completed packages of work, we have invested \$5.5M with MWBEs and with the next three phases we are committed to an additional \$32M spend.

Sterling Bay united with the Chicago Black Aldermanic Caucus and Chicago Latino Aldermanic Caucus Foundations to provide scholarships to diverse students from across the city.



City of Chicago's Invest South West Program

As a Chicago-based progressive and communitycentered company, we are predisposed to innovation and authentic stakeholder engagement. Thus, we offered our design and fiscal expertise, on a pro bono basis, to the city's Invest South West Programs in both the Roseland/West Pullman and Bronzeville neighborhoods.



Curated the Sterling Bay

Small Business Pavillion at the Black Women's Expo

Elevating generational wealth-building initiatives is a core tenet of our equity strategy. For two consecutive years, we have partnered with the Black Women's Expo, held at the McCormick Place, and sponsor ten (10) African American, female-owned, local small businesses in the SB Small Business Pavilion. As a result of this showcase, the featured WBEs generated over \$10K in sales, supported by an immeasurable sum of new clients and branding opportunities.



Chicago's Largest Progress Pride Flag

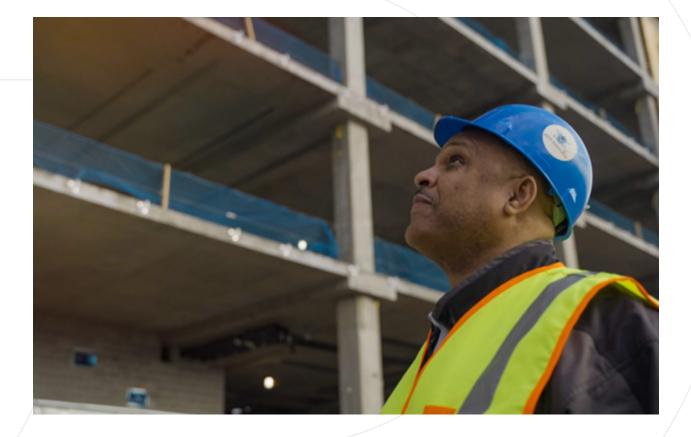
We took Pride to new heights by raising the City's largest Progress Pride flag at The Grand Flag, a landmark 200 ft flagpole, located at 1100 W Grand Avenue visible from the I-90 expressway and overlooking the expansive Chicago skyline.

Innovation + Inclusion = Impactful Outcomes

Sterling Bay is pleased to execute a pioneering affordable housing collaboration with a local minority developer, A.J. Patton of 548 Capital, which will infuse capital into his southside project, resulting in the construction of more than half of the on-site affordable housing units.















FOR MORE INFORMATION ON STERLING BAY'S DIVERSITY IN ACTION PROGRAMS, PLEASE CONTACT:

Keiana Barrett Director of Diversity and Strategic Development

kbarrett@sterlingbay.com