

Our Vision: Opportunity and Prosperity for All Northern Kentuckians

Our Cause: Tri-ED serves Northern Kentucky so that our community thrives through the creation of good jobs.

Tri-ED developed and began sharing Our Vision and Our Cause in 2020. CEO Lee Crume led the team through a series of workshops to develop our “why” and “just cause” based on Simon Sinek’s book, “Start with Why.” Our team is aligned on working to achieve our vision in our region.

Our Commitment

Northern Kentucky Tri-ED values diversity, equity, and inclusion as we pursue economic growth, job creation, and good-paying jobs for Boone, Campbell, and Kenton counties.

We believe that every person deserves equal treatment, equitable access to opportunity, and protection. We value the diversity of thought and experience that people from different backgrounds and perspectives bring to our community.

We recognize that welcoming new people to our region and helping our existing residents advance are critical to the growth and success of Northern Kentucky and our company.

We will promote these values among our board, our staff and in our community as well as in our policies and practices. We will demonstrate these values through our work and relationships with individuals, groups, and businesses both locally and globally.

We are committed to the meaningful work that ensures racism, discrimination, and social injustice do not live in Northern Kentucky. We hope you’ll join us.

[Tri-ED Statement on Racial Inequality, Diversity & Inclusion](#)

Northern Kentucky Inclusion Initiatives

2020 Gateways for Growth Northern Kentucky Community Welcoming Plan

Tri-ED is a partner and investor in GROW NKY, the strategic workforce collective working to leverage Northern Kentucky’s assets to grow, attract and retain a globally competitive workforce, that is led by the Northern Kentucky Chamber of Commerce. Tri-ED embraces the [Welcoming Plan](#) to better integrate immigrants into the local community, economy, and workforce.

The NKY Chamber also launched a [Diversity, Equity & Inclusion Committee](#) in 2021 with four subcommittees focused on Communications, Inclusive & Equitable Operations, Measurement & Metrics, and Young Professionals Engagement.

The Collective Vision for the committee is focused on **Defining the Issues** and **Leveraging Shared Data** to guide

Authentic Engagement which will lead to **Actionable Change**, Sustainable Progress and Measurable DEI Outcomes for Northern Kentucky.

DE&I Initiatives by Northern Kentucky Communities

World Peace Bell

Northern Kentucky is home to an iconic symbol of human rights – the World Peace Bell in Newport, Kentucky. The largest free-swinging bell in the world from 2000 to 2006, it was dedicated on December 31, 1999 and first rung at midnight on January 1, 2000.

The bell features an inscription commemorating the Universal Declaration of Human Rights, adopted by the United Nations General Assembly in 1948. The Declaration proclaims the inalienable rights which everyone is inherently entitled to as a human being – regardless of race, color, religion, sex, language or other opinion, national or social origin, property, birth or other status. and is rung to celebrate the International Day of Peace.

Inclusive Communities

We celebrate with the [City of Covington](#), which scored 96 on the 2020 Municipal Equality Index, for being the second highest-scoring city in Kentucky in ratings released by the Human Rights Campaign, the nation's largest LGBTQ advocacy group. The City of Covington provides financial support to [Aviatra Accelerators](#), enabling women entrepreneurs, the [NKU Collaborative for Economic Engagement](#), a one-stop innovation hub for businesses and entrepreneurs, many are minority-owned, to accelerate economic growth in the area, and [Renaissance Covington](#), focused on evolving the Covington community to create a business district rich with a bold entrepreneurial spirit, diversity, history, and creative culture.

We commend these Northern Kentucky cities – Bellevue, Highland Heights, Fort Thomas, Cold Spring, Newport and Crescent Springs – for passing [fairness ordinances](#) outlawing LGBTQ discrimination in employment, housing, and public accommodations over the last two years.

Northern Kentucky University (NKU)

NKU received a [5-star rating](#) on the Campus Pride Index, the premier LGBTQ national benchmarking tool for colleges and universities, in 2020. NKU is the highest ranked university in Greater Cincinnati and in the Commonwealth.

Northern Kentucky Community Resources

- [NKY Pride Center](#)
- [Esperanza Latino Center](#)

Kentucky

- [Kentucky](#) is rated Accessible, the second highest, in Tuition & Financial Aid Equity for Undocumented Students on the 2021 Higher Ed Immigration Portal.

Resources

Page Link: <https://northernkentuckyusa.com/about-us/diversity-equity-inclusion/>

- [Canopy – Making Kentucky First in Good Business](#)
- [Kentucky Chamber of Commerce](#)
- [Kentucky Comeback](#)

Entrepreneurs

- [Aviara Accelerators – Women on the Rise](#)
- [Blue North](#) – the Community for Entrepreneurs in Northern Kentucky
- [Incubator Kitchen Collective](#)
- [Kentucky Small Business Development Center](#) at Northern Kentucky University
- [Renaissance Covington](#) – Mortar Covington

Cincinnati Region

- [African American Chamber of Commerce](#)
- [Asian Community Alliance](#)
- [Chinese Chamber of Commerce](#)
- [Cincinnati USA Regional Chamber of Commerce](#)
 - [Minority Business Accelerator](#)
 - [Hispanic Chamber](#)
 - [Diversity & Inclusion Partner](#)
 - [Diverse by Design](#)
 - [DEI Resources](#)
- [European American Chamber of Commerce](#)
- [Indian American Chamber of Commerce](#)
- [Japan America Society of Greater Cincinnati](#)