



INTERNATIONAL  
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COUNCIL

*The Power of Knowledge and Leadership*

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**CONTACT: Erin Way, Media Relations Associate**  
**(202) 942-9474 or [eway@iedconline.org](mailto:eway@iedconline.org)**

### **IEDC Releases Report on Engaging a Young and Diverse Workforce in the Profession**

**WASHINGTON, D.C. (June 2, 2015)** – The [International Economic Development Council](#) (IEDC) announces the release of “[Widening the Circle: Engaging a Young and Diverse Workforce in Economic Development](#).” The report was produced under the auspices of IEDC’s [Economic Development Research Partners](#) (EDRP) program that serves as a think-tank within the organization.

To ensure the continued success of the field of economic development and the organizations within it, IEDC believes engagement of a young and diverse workforce must be a top priority. “Recruiting a diverse workforce is an essential responsibility for economic development organizations (EDOs),” IEDC Chair JoAnn Crary, CECD, and President of Saginaw Future Inc. in Saginaw, MI, noted. “Having diversity in age, gender, race, and sexual orientation can not only lead to new, exciting ideas, but it can reinforce connections to local communities and new markets.”

“[Widening the Circle: Engaging a Young and Diverse Workforce in Economic Development](#)” documents current diversity metrics in the economic development field, explores the impact of organizational culture, and highlights ways that engaging diverse populations can strengthen both economic development organizations (EDOs) and the profession as a whole. It also provides strategies and best practices in hiring, development, and compensation and benefits that support diverse populations.

The report delves into data from IEDC surveys, and finds that while the economic development field is changing, there is ample opportunity to engage young and diverse populations. Recommendations are provided for assessments that EDOs can perform to gauge their diversity, as well as education and policy suggestions that will help organizations increase and retain their young and diverse employees. The report emphasizes that engaging these populations is critical at a time when the communities economic developers serve are becoming more racially and ethnically diverse, and more accepting of non-traditional gender roles and families. To remain relevant, economic developers must embrace the promise of diversity.

The report is available from IEDC to nonmembers for \$25.00 in the [IEDC Bookstore](#). IEDC members [can download](#) the report at no cost. Recognized media are encouraged [to download](#) the Executive Summary for free.

#### **About the International Economic Development Council**

The [International Economic Development Council](#) (IEDC) is a non-profit membership organization serving economic developers. With more than 4,500 members, IEDC is the largest organization of its kind. Economic developers promote economic well-being and quality of life for their communities, by creating, retaining and expanding jobs that facilitate growth, enhance wealth and provide a stable tax base. From public to private, rural to urban, and local to international, IEDC’s members are engaged in the full range of economic development experience. Given the breadth of economic development work, our members are employed in a wide variety of settings including local, state, provincial and federal governments, public private partnerships, chambers of commerce, universities and a variety of other

institutions. When we succeed, our members create high-quality jobs, develop vibrant communities, and improve the quality of life in their regions.

**About the Economic Development Research Partners**

The [Economic Development Research Partners](#) (EDRP) program is an exclusive membership level of IEDC, which supports practice-oriented research. The publications developed under EDRP's guidance and sponsorship, are designed to increase the knowledge base of the economic development profession and help practitioners navigate through today's rapidly changing economy. Through the EDRP program, IEDC is taking its mission to a new level: to assist practitioners in successfully competing in the global economy, increasing prosperity for communities at an accelerated pace, and empowering economic development professionals to better define their vision and value.