



MMC Diversity Issues Task Force Municipal DEI Efforts

MAY 11, 2021

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Objective: Engage in conversations with municipalities across the region to identify:

1. DEI initiatives currently underway in municipalities across the region
2. Opportunities and challenges of municipal DEI work
3. Resources needed

Arts and Culture	Assets	Community	Community Charact	Economic	Operations and Finance
Annual Event	Airport	Blood Bank	Appearance Review	Business	Administration
Art	Arboretum	Board of Health	Architectural Review	Development	Annexation
Arts and Culture	Asset Plan	Citizen Advisory		Development Fund	Appeals Board
Bicycle	Beach	Communication	Beautification	Downtown	Employment and Benefits
Cable TV	Canal	Community Affairs	Building Review	Economic Advisory	Collector
Culture	Cemetery	Disability	Corridor	Economic Development	Communication & Tech.
Farmers' Market	Center	Diversity	Design Review	Industrial/Commercial	Contractors
Library	Golf Course	Education	Downtown	Visitors	Electoral
Media	Special Areas	Equality	Enhancement	Transportation	Ethics
Museum	Management	Health	Historical Preservation	Mass Transit	Finance
One Time Event	Memorial	Human Rights		Parking/Traffic	Government
Parks and Recreation	Opera House	Human Needs	Infrastructure	Safety	Human Resources
Radio	Pier	Interaction	Landscape	Streets	Implementation
Sister Cities	Port	Involvement	Local Improvement	Traffic	Infrastructure
Police and Fire	River Road	Medical District	Main Street	Transportation	Inspectors
Ambulance	Venues	Mental Health	Market	Planning and Zoning	Insurance Review
Civil Service	Environmental	Neighborhood Groups	Mixed Development	Building and Zoning	Intergovernmental
DARE	Clean Air Counts	Outreach		Building Code	Legal
Emergency Plan	Conservation	Relations	Neighborhood	Code and Regulation	Legislative
ESDA	Environmental	Senior Citizen	Property Maintenance	Electrical	License
ETSB	Green	Veterans		Land Use	Loan Fund
Evaluation	Natural Resource	Housing	Public Names	Liquor	Management
Fire Dept. Advisory	Sustainability	Fair Housing	Redevelopment	Plan	Ordinance
Fire Truck	Tree	Homeless	Riverwalk	Plan and ZBA	Personnel
Foreign Fire Insurance	Other	Housing	Sign Review	Planning and Zoning	Public Affairs
Crime Prevention	All Else	Housing Authority	Special Service Area	Plumbing	Public Building
Pension		Housing Program		Redistricting	Public Works
Police Advisory		Rental	Streetscape	ZBA	Purchasing
Commission			Teardown		Road
					Services
					TIF
					Utilities
					Water and Sewer

Citizen Advisory Group Categorization

Where to start?

- Started with a 2015 inventory of citizen advisory groups
- Identified **145** commissions, committees, and advisory groups related to Human/Community Relations, Human Rights, Diversity & Equity, Culture & Arts
- Narrowed these down to groups that were still active and had information on their website related to Diversity / Equity / Inclusion

17 Conversations *so far...*

Main Takeaways

- *No one-size-fits-all approach*
- Overarching Themes:
 1. Expertise / Training
 2. Community Engagement
 3. Budget and Procurement
 4. Interdepartmental Buy-In
 5. The Role of Commissions



Resource Page

- Living and evolving resource page on the Mayors Caucus website
- Pre-vetted resources specifically tailored for small and mid-sized municipal application
- Inspiration: [Washington State Municipal Research and Services Center webpage](#)

Regional and National Resources for Municipal DEI Efforts

Local and regional governments can proactively take steps to advance equity and inclusion in their communities. This page provides links to resources developed by regional and national entities that are *specifically tailored for municipal application*. A short description of each resource is provided below.

[Illinois Municipal League Model DEI Policy and Ordinance](#)

Link: [Model Diversity, Equity and Inclusion Policy \(iml.org\)](#)

Description: The Illinois Municipal League provides sample language for a model Diversity, Equity, and Inclusion policy and ordinance. An ordinance from the City of Waukegan is included as a reference.

[Local and Regional Government Alliance on Race & Equity \(GARE\)](#)

Link: [Government Alliance on Race and Equity \(racialequityalliance.org\)](#)

Description: GARE is a national network of governments working to achieve racial equity and advance opportunities for all. In addition to [offering trainings](#) on advancing racial equity in municipal government, GARE has also developed [tools and resources](#) to assist governments in operationalizing racial equity, which have been used as a starting point for many municipalities in the Chicago region.

Highlighted Resources:

- [Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas into Action](#)
 - This resource offers lessons learned from practitioners, academic experts, and national technical assistance providers from across the country that have worked on advancing racial equity in local government.
- [Racial Equity Action Plans: A How-To Manual](#)
 - This manual provides guidance for local governments to develop their own Racial Equity Action Plans after a period of research and information gathering, as well as tools to conduct such research.



[National League of Cities Race, Equity, and Leadership \(REAL\) Initiative](#)

<https://mayorscaucus.org/initiatives/diversity/regional-national-dei-resources/>

What else would you like to see on the webpage?