City of Evanston REDI 2021

Operationalizing Diversity, Equity and Inclusion from Within

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Racial Equity Diversity & Inclusion (REDI) Committee

Purpose

We are trying to shift our organizational culture towards more accountability, transparency and fairness inside the city so that we can increase the accessibility of programs and improve the performance of our programs for all residents.

Outcomes

- Train staff in policy analysis, project management and participatory practices for management and leadership development
- Utilize inclusive practices to identify and develop pilot projects that will deliver tangible improvements to the internal operations of the city
- Resist the siloing of racial equity into one position or project and train as many staff on as many levels as possible

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How do we "Ensure equity in all city operations?"

City Council Goals

Invest in City Infrastructure and Facilities

Enhance Community Development and Job Creation Citywide

Expand Affordable Housing Options

Ensure Equity in All City Operations

Stabilize Long-term City Finances

Mission Statement

The City of Evanston is committed to promoting the highest quality of life for all residents by providing fiscally sound, responsive municipal services and delivering those services equitably, professionally, and with the highest degree of integrity.
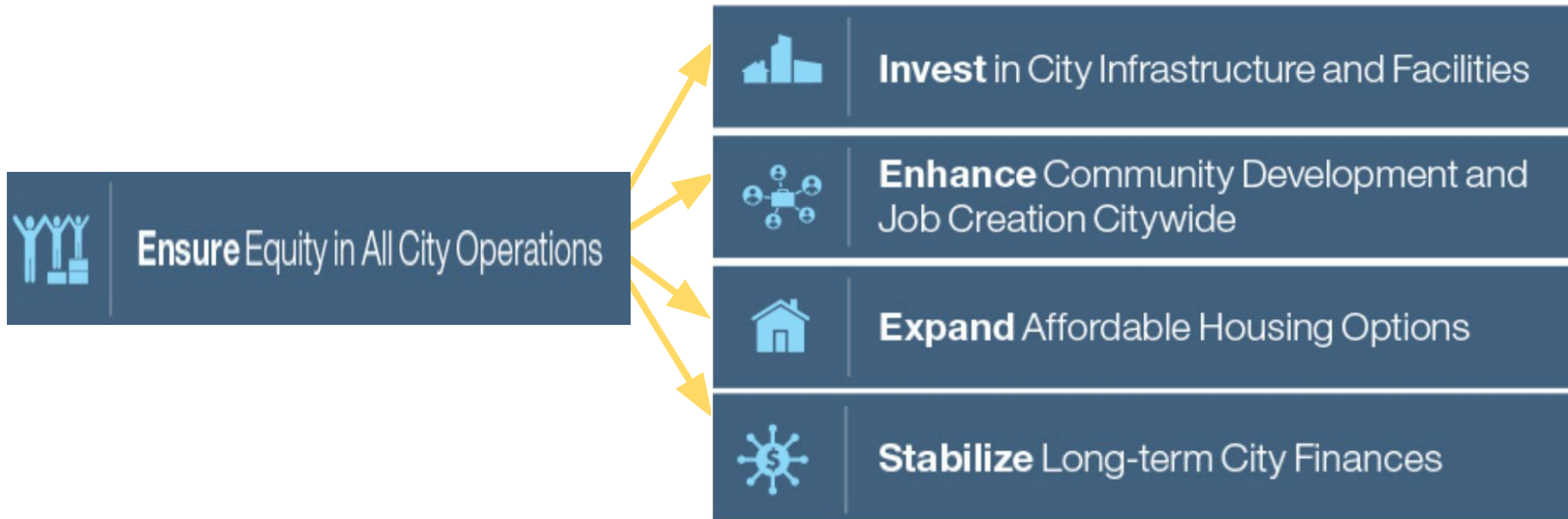
**Vision Statement**

Creating the Most Livable City in America

Organizational Values

- Excellent Customer Service
- Continuous Improvement
- Integrity
- Accountability

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Racial equity is the process through which we implement City Council goals

Ensure Equity in All City Operations

Invest in City Infrastructure and Facilities

Enhance Community Development and Job Creation Citywide

Expand Affordable Housing Options

Stabilize Long-term City Finances

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Operationalizing racial equity is about organizational performance improvement
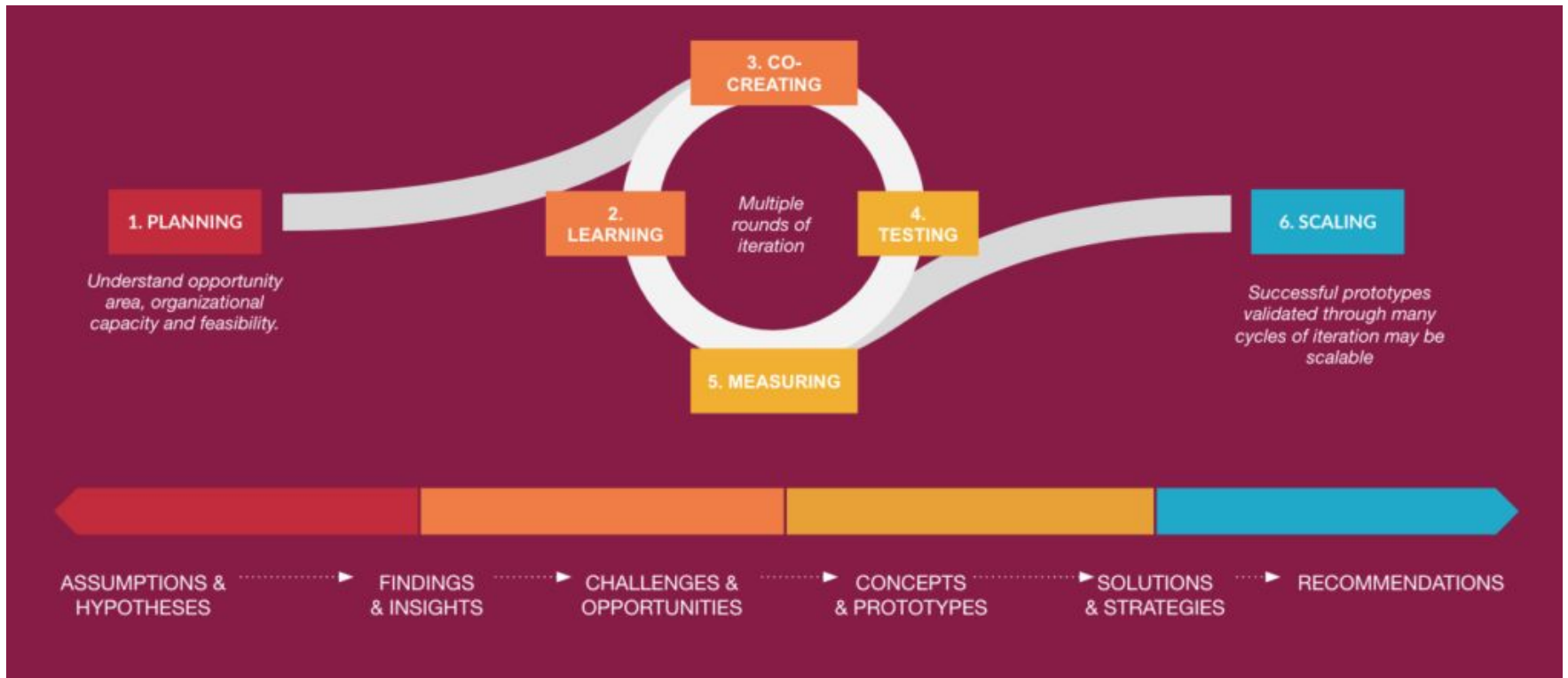
Who We Are
REDI Leadership

- Meagan Jones, Neighborhood and Land-use Planner, REDI Co-lead, City of Evanston

- Sharon Johnson, Business Workforce Compliance Coordinator, REDI Co-lead, City of Evanston

- Kimberly Richardson, Deputy City Manager, City of Evanston

- Dr. Kathleen Yang-Clayton, Senior Research Fellow, Great Cities Institute and Clinical Associate Professor, College of Urban Planning and Public Affairs, University of Illinois at Chicago

- Austin Zamudio, Visiting Research Specialist, Great Cities Institute, University of Illinois at Chicago

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Who We Are

REDI Committee

Alexandra Ruggie - Law

Amin Virani - Police

Audrey Thompson - Health and Human Services

Benjamin Holliman III - Police

Darrell King - Public Works

Enjoli Daley - Police

Jessica Hyink - Community Development

Jessica Wingader - Community Development

Kate LewisLakin - City Manager's Office

Kenneth Cherry - Parks and Recreation

Lukasz Tatara - Administrative Services

Maleka Sumar - Administrative Services

Michael Van Dorpe - Fire

Indira Perkins - Health and Human Services

Shenicka Hohenkirk - City Manager's Office

Tasheik Kerr - City Manager's Office

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Where is the REDI Model from?

- This is a field tested model informed by best practices in public policy and management

- The model works because it focuses on organizational performance improvement and key performance indicators

- The committee is a training ground for new managers and staff who may not have opportunities to grow in their current positions

- Elements of the REDI model have been implemented and validated in Cook County Forest Preserves, locally.

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Selection of Committee Members

How were committee members recruited?

- For the inaugural cohort, leaders from the City Manager's office worked with Dr. Yang-Clayton to focus on recruiting across race, ethnicity, gender, position, age and experience.

- Future cohort recruitment will be led by the co-leaders and vetted by cohort 1. This will be an open process, but recommendations from directors is strongly encouraged.

REDI members at the Levy Senior Center

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Pilot Project Selection

REDI members engaging in a workshop at the Levy Senior Center

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Pilot Project Selection

How did the cohort identify their unique pilot projects?

- Assignment 1: Conduct 1-1 interviews with city staff

  - Findings used to inform pilot projects

- Common themes - lack of autonomy, empowerment and communication

- Committee members self-assigned into policy areas

  - Language access, employee education access, managerial training (formerly evaluation), consistent service provision

- Monthly presentations and process of refinement

  - Dr. Yang-Clayton and Mr. Zamudio offer regular technical assistance

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Upholding the REDI Mission

How do the pilot projects reflect racial equity?
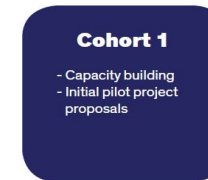
Racial equity is a process - not just a product

- Project 1 - Equity in **Language Access**
  - Valuing cultural competency and recognizing employees for stepping up

- Project 2 - Equity in **Employee Education Access**
  - Providing all staff with access to knowledge and skills for advancement

- Project 3 - Equity in **New Manager Training**
  - Empowering managers to effectively support their staff

- Project 4 - Equity in **Service Provision**
  - Standardizing schedules to positively impact service provision

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What is our 3 Year Vision?

1. Test impact and effectiveness and train next generation of managers and leaders

2. Focus on implementation and scalability

3. Finally focus on strategic planning and sustainability

Year 1 REDI Cycle
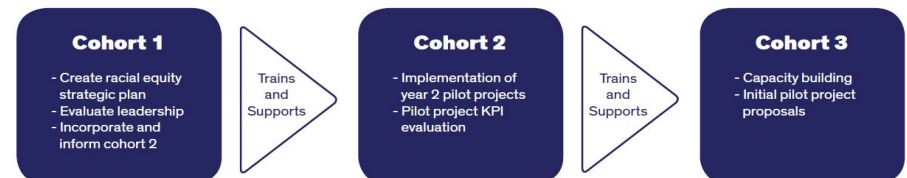
Learning and Testing Through Pilot Projects

Cohort 1

- Capacity building
- Initial pilot project proposals

Year 2 REDI Cycle

Project Implementation and Scalability

Cohort 1

- Implementation of year 1 pilot projects
- Pilot project KPI evaluation

Trains and Supports

Cohort 2

- Capacity building
- Year 2 pilot project proposals

Year 3 Complete REDI Cycle

Strategic Planning and Sustainability

Cohort 1

- Create racial equity strategic plan
- Evaluate leadership
- Incorporate and inform cohort 2

Trains and Supports

Cohort 2

- Implementation of year 2 pilot projects
- Pilot project KPI evaluation

Trains and Supports

Cohort 3

- Capacity building
- Initial pilot project proposals

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Timeline and Next Steps

We would like to regularly update and propose discussion items with directors on REDI work and planning

- September 2021 - REDI101 Workshops will be designed to introduce more staff to the work that is being done by REDI

- October 2021 - Pilot Projects will be completed and findings will be presented

- November 2021 - Recruitment for Cohort 2, Cohort 1 begins preparation for pilot project implementation

- December 2021 - Presentations and general holiday break

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Questions?