



MMC Diversity Issues Task Force

AUGUST 10, 2021

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METROPOLITAN MAYORS CAUCUS

DEI Working Group

Objective: Monthly discussion group to dive deeper into DEI topics of interest.

When: Third Friday of every month from 9AM-10AM

How to Join: Contact Katie, kfriedman@mayorscaucus.org

The Role of the DEI Working Group

The DEI Working Group provides a space for local leaders to discuss and explore the tensions of navigating DEI in municipal government in an open-ended, peer-to-peer format.

Items of discussion:

- Internally vs. externally focused efforts
- Working productively with municipal commissions/task forces
- Working productively across multiple departments
- Strategies to incorporate DEI into strategic planning

2021-2022 Meeting Schedule

August 20, 2021 - DEI for Strategic Planning

September 17, 2021 - Community Engagement

October 15, 2021 - Changing Organizational Culture

November 19, 2021 - Staff Training

December 17, 2021 - Community Survey Techniques

January 21, 2022 - Leveraging Community Partnerships

February 18, 2022 - Hiring and Recruitment

March 18, 2022 - Data Analytics

April 15, 2022 - Equitable Purchasing / Procurement

May 20, 2022 - Assessing Social Service Gaps

June 17, 2022 - Human Relations Commissions

Establishing a Shared Understanding of DEI for Municipal Government

DIVERSITY

Diversity is about **respecting the inherent value in the different perspectives, experiences, and characteristics that make people unique.** A diverse community or organization is one in which differences in psychological, physical, social, and cultural characteristics (such as race, ethnicity, nationality, religion, economic class, age, gender identity, sexual orientation, mental and physical ability, and learning styles) are embraced as essential to the function of the whole.

Establishing a Shared Understanding of DEI for Municipal Government

INCLUSION

Inclusion is about **intentionally bringing people from diverse backgrounds and perspectives into conversations and decision-making processes**. An organization that is inclusive acknowledges its vulnerability in making equitable and just decisions without the participation of its diverse constituents, actively seeks to invite and include the voices of those who have been historically and systemically excluded, and creates ongoing pathways to ensure that any individual or group can feel welcomed, respected, and fully participate in all aspects of the organization and community.

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EQUITY

Equity is both the process and outcome of ensuring the consistent and systemic fair, just, and impartial treatment of all individuals, especially those who belong to historically underserved and marginalized groups. A commitment to equity involves a focused effort to involve the participation of staff from multiple departments as well as diverse community voices in the assessment and review of policies, practices, and procedures that perpetuate inequities within an organization and the broader community.

Local Consultant/Facilitator Directory

Webpage Updates

- New Local Consultant/Facilitator Directory
- List of local consultants with:
 - Contact Info
 - Areas of Expertise
 - Description of Services
 - Lists of Chicago-area clients

DEI Resources for Municipal Governments



Local and regional governments can proactively take steps to advance equity and inclusion in their communities. This page provides links to resources to support Chicago-area municipalities in striving for better diversity, equity, and inclusion in their communities.

+ Regional and National Resources for Municipal DEI Efforts

- Local Consultant and Facilitator Directory

Many communities are engaging with external consultants and facilitators to help address diversity, equity, and inclusion. External experts can assist in conducting audits of internal policies and procedures that may reinforce systemic inequities within the community; assessing social service gaps to identify opportunities to better serve the needs vulnerable populations; or providing training to equip staff with the skills to apply an equity lens to their work or navigate difficult conversations and conflicts in the workplace and broader community.

To support these efforts, the Mayors Caucus has compiled a list of local consultants and facilitators. Organizations are listed below in alphabetical order. Listings include contact information, areas of expertise, description of services, and lists of local clients. Organizations that are interested in being featured in this directory may fill out this [form](#). For questions, please contact Katie Friedman, kfriedman@mayorscaucus.org.

Last updated: 8/6/2021