



MMC Diversity Issues Task Force

FEBRUARY 8, 2022

KATIE FRIEDMAN, PROJECT MANAGER
METROPOLITAN MAYORS CAUCUS

Chicago Community Trust Grant Progress Updates



**Great Cities
Institute**

University of Illinois at Chicago



ILCMA

Illinois City/County Management Association



**THE CHICAGO
COMMUNITY TRUST
AND AFFILIATES**

Chicago Community Trust Award

- Support for Diversity Issues Task Force and DEI Working Group
- Online Resource Repository & Case Study Library
- Partnership with ILCMA and UIC Great Cities Institute to help municipalities operationalize equity

Diversity Task Force Strategic Planning 2022

2021 Recap: Diversity, Equity, & Inclusion Practices in Municipal Government

- 2021 quarterly meeting topics identified by DEI Working Group

Other Potential Focus Areas for 2022:

These following topics have been discussed in past DTF Strategic Planning discussions

- Economic and Community Development
- Immigrant Integration
- Language and Language Access

A survey requesting feedback on these topics will be distributed in the coming weeks

DEI Working Group

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

When: **SECOND** Friday of every month from 9AM-10AM

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

2021-2022 Meeting Schedule

February 11, 2022 – Leveraging Community Partnerships

March 11, 2022 – Human Relations Commissions

April 8, 2022 – Hiring and Recruitment

May 13, 2022 – Data Analytics

June 10, 2022 – Equitable Purchasing / Procurement

July 8, 2022 – Assessing Social Service Gaps

August 12, 2022 – Policy Audits for Equity

Resource Page

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.

- + Definitions - Diversity, Equity, and Inclusion
- + Regional and National Resources for Municipal DEI Efforts
- + Local Consultant and Facilitator Directory
- + Citizen Commission Directory

<https://mayorscaucus.org/initiatives/diversity/dei-resources-for-municipal-governments/>

Sample definitions of Diversity, Equity, and Inclusion

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 whole.

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.

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.

University of Illinois-Chicago Great Cities Institute



Dr. Kathleen Yang-Clayton

- **Research Areas:** Integration of public administration and racial equity to increase trust in government and improve government performance.
- **Recent Experience:** Census 2020 Complete the Count with MMC; Forest Preserves of Cook County & City of Evanston REDI Program



Dr. Kathleen Yang-Clayton
Clinical Associate Professor
Public Administration

Citizen Commission Directory

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

Background

SUMMER 2021

- 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
- Used this as a starting point to understand current activities across the region

Main Takeaways

- There is no one-size-fits-all approach to creating a citizen advisory group to address diversity, equity, and inclusion
- Many commissions are working on similar issues even if their names or original objectives are different
- There is a desire for shared guidelines and resources

New Resource – Citizen Commission Directory

Citizen Commission Directory

Many communities create volunteer citizen commissions, committees, and advisory boards to advise local action on diversity, equity, and inclusion. Some commissions focus on a specific cultural or demographic group in the community, while others focus on social service delivery, human rights, or community relations. The map and directory below provide a list of different commissions throughout the region.



Citizen Commission Directory

last updated: 2/8/2022

- **Village of Arlington Heights** – Commission for Citizens with Disabilities, Senior Citizens Commission
- **City of Aurora** – Human Relations Commission, African American Heritage Advisory Board, Hispanic Heritage Advisory Board, Indian American Community Outreach Advisory Board, Advisory Commission on Disabilities
- **Village of Deerfield** – Community Relations Commission
- **Village of Downers Grove** – Human Service Commission
- **City of Elgin** – Human Relations Commission
- **City of Evanston** – Reparations Committee, Equity and Empowerment Commission, Social Services Committee, Human Services Committee, Commission on Aging
- **Village of Flossmoor** – Community Relations Commission
- **Village of Glencoe** – Council for Inclusion and Diversity
- **Village of Hanover Park** – Cultural Inclusion and Diversity Committee, Veterans Committee
- **City of Highland Park** – Human Relations Advisory Group
- **Village of Hoffman Estates** – Commission for Disabled Citizens, Commission for Senior Citizens, Cultural Awareness Commission, Platzkonzert Commission, Celtic Fest Commission, Veterans' Memorial Commission
- **Village of Lombard** – Community Relations Commission
- **City of Naperville** – Advisory Commission on Disabilities, Human Rights and Fair Housing Commission, Special Events Cultural Amenities Commission
- **Village of Oak Park** – Aging in Place Commission, Community Relations Commission, Disability Access Commission
- **Village of Park Forest** – Commission on Human Relations, Equal Employment Opportunity Review Board, Senior Citizens Advisory Commission, Veterans Commission
- **Village of Richton Park** – Human Relations Commission, Senior Citizen Advisory Committee, Veterans Commission
- **Village of Skokie** – Commission on Family Services, Human Relations Commission
- **Village of Streamwood** – Community Relations Commission
- **Village of Wilmette** – Human Relations Commission
- **City of Woodstock** – Cultural and Social Awareness Commission

Breakout Room Discussion

Discussion Questions

- Does your community have a citizen commission focused on issues related to diversity, equity, and inclusion? If so, what is their role?
- What do you want to learn from citizen commissions in other communities?