



MMC Diversity Issues Task Force

MAY 10, 2022

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METROPOLITAN MAYORS CAUCUS

MMC DEI Activities 2021-2022

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- Quarterly Diversity Issues Task Force Meetings – est. 2010
- Monthly DEI Working Group – est. June 2021
- Chicago Community Trust Grant awarded Oct. 2021
 - Develop DEI Modules / Community Profiles
 - Maintain Shared Resource Repository
 - Pilot partnership with UIC Great Cities and ILCMA

DEI Working Group

Objective: Monthly 1-hour discussion group to dive deeper into DEI topics of interest.

2021 Meeting Topics

June – First Meeting

July – Establishing Shared Understandings of DEI

August – DEI for Strategic Planning

September – Community Engagement

October – Changing Organizational Culture

November – Staff Training

December – Interdepartmental Working Groups

2022 Meeting Topics

January – Focus Group with UIC Great Cities

February – Leveraging Community Partnerships

March – Human Relations Commissions

April – Hiring & Recruitment

May – Data Analytics

June – Equitable Purchasing / Procurement

July – Assessing Social Service Gaps

August – Policy Audits for Equity

Sept-Dec – TBD

DEI Modules / Community Profiles

OBJECTIVES:

- Summarize themes and takeaways from DEI Working Group Meetings
- Highlight communities doing work in these areas

EXAMPLE: Establishing Shared Values with Flossmoor

EXPECTED FINAL PRODUCT: Summer 2022. Format in development.

Lessons Learned So Far

- There is no one-size-fits-all approach to DEI and many different entry points.
- Communities are interested in both internal- and external-facing practices. The internal and external elements of this work are interrelated.
- The peer sharing model has been productive to identify shared challenges.

DEI Survey Results

Diversity Issues Task Force Survey 2022

SURVEY GOALS:

- Assess regional interests and strategic priorities for 2022-2023
- Identify common challenges and new emerging practices
- Engage with new communities working on these topics

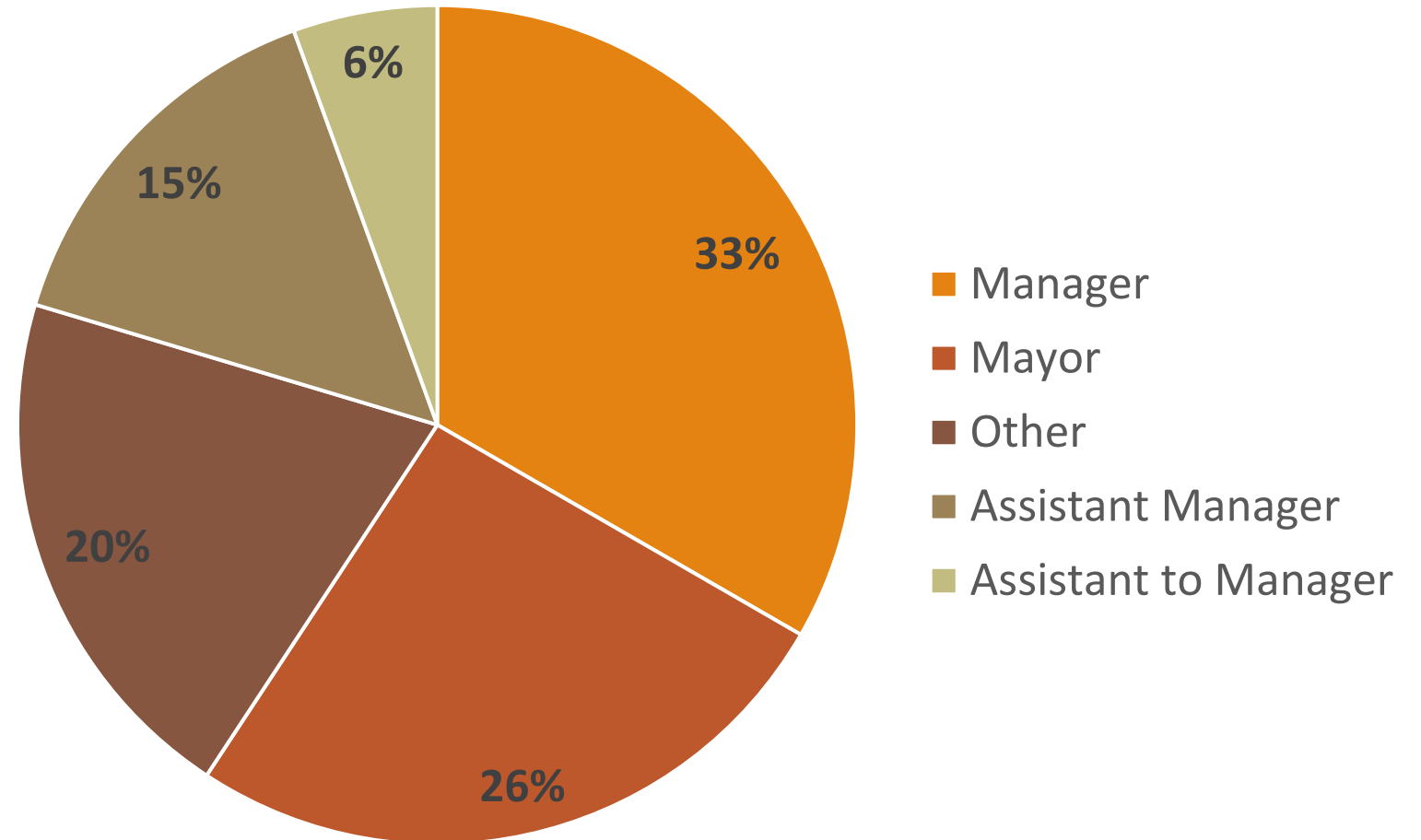
AUDIENCE: Survey sent to the following mailing lists:

- All MMC Mayors & Managers (275 municipalities in Chicago region)
- MMC Diversity Issues Task Force
- MMC DEI Working Group

RESULTS: Received 55 responses representing 54 communities

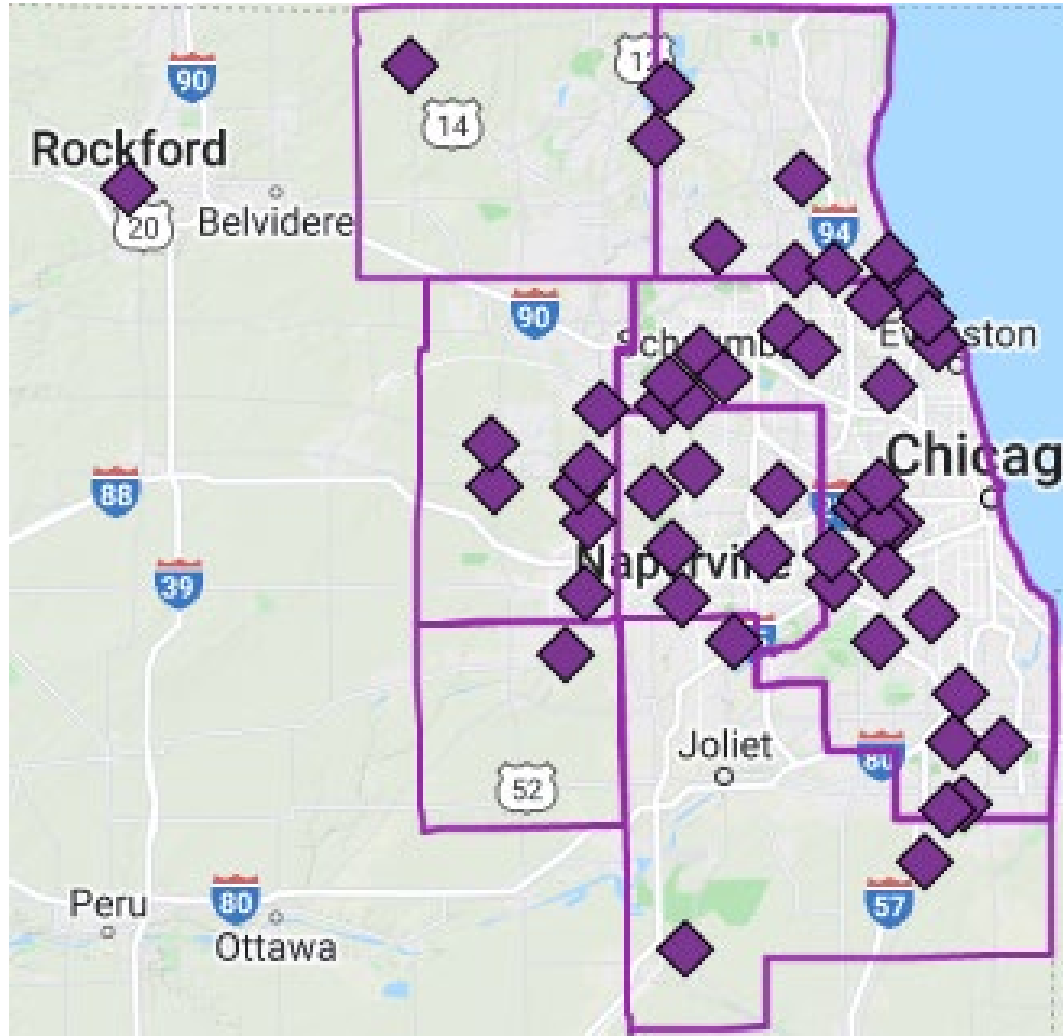
Survey Responses by Position Type

- Over half (54%) of respondents were either Managers, Assistant Managers, or Assistant to the Managers
- Over one fourth (26%) of respondents were Mayors
- The 'Other' category includes police chiefs, DEI managers, HR Directors, Human Services Directors, management analysts, clerks, and others.



The strong representation from management staff demonstrates alignment with ILCMA membership

Survey Responses by Community



- Representation from all 7 counties in the region with strong representation in Cook, DuPage, and Kane Counties
- Populations from under 5,000 to over 100,000
- Diverse demographic and socio-economic profiles

Communities of all sizes, geographic, socio-economic, and demographic profiles are concerned with DEI

What do you want to get out of Task Force Meetings?



Please Rank Your Top Focus Areas

Diversity, Equity, and Inclusion Practices in Municipal Government

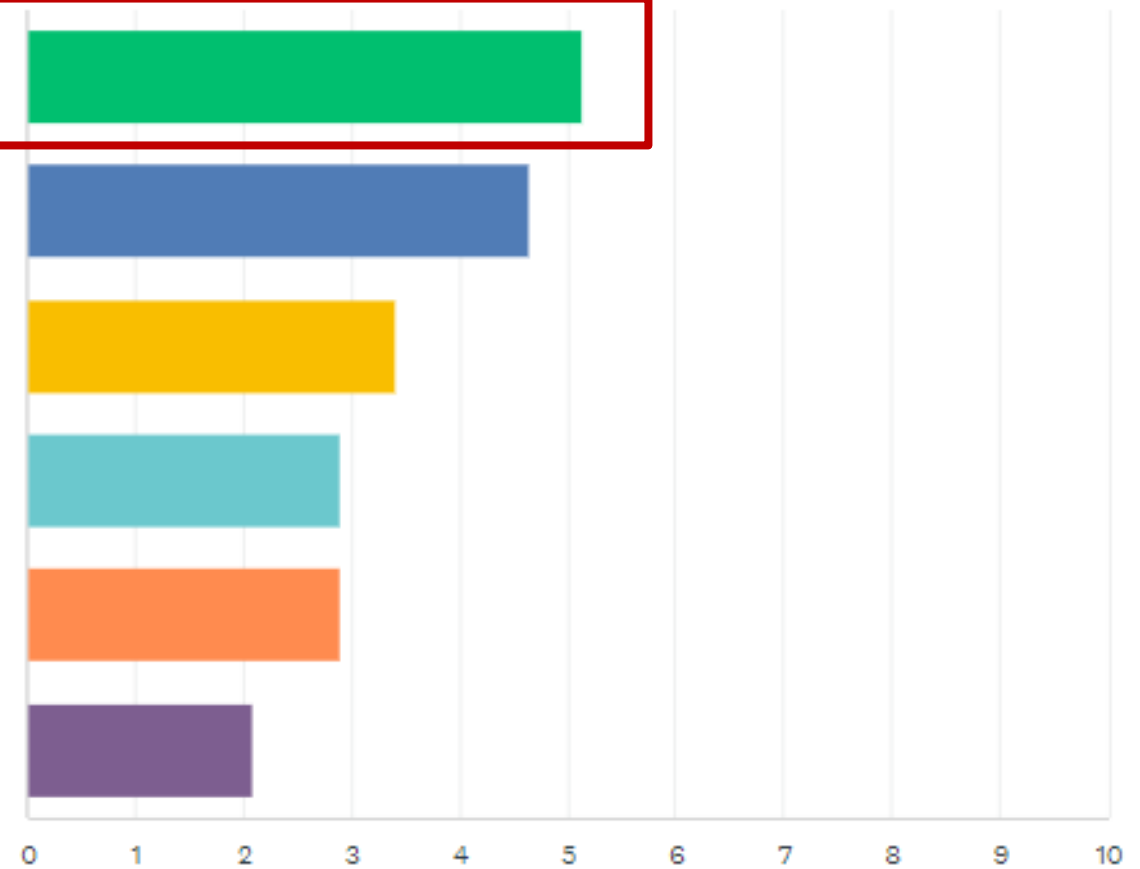
Equitable Economic and Community Development

Environmental Justice

Language and Language Access

Health Equity and Lessons Learned from COVID-19

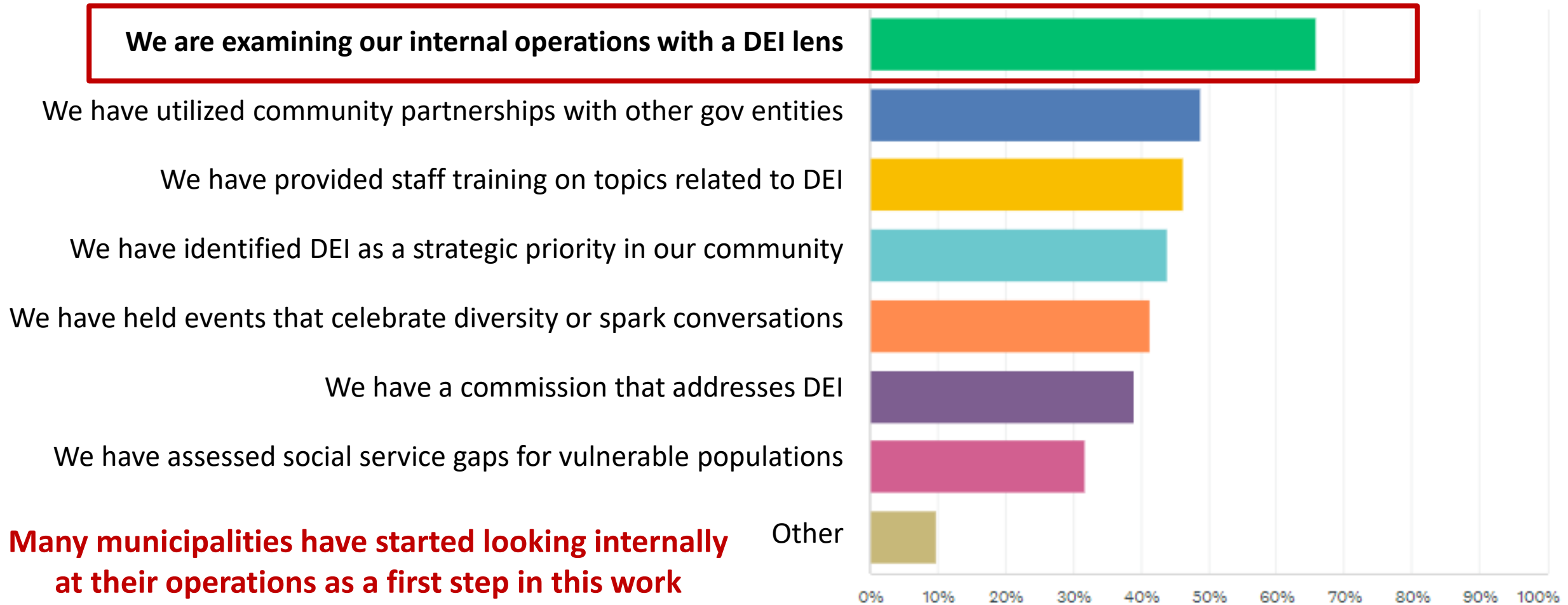
Immigrant Integration



A focus on integrating 'DEI' into municipal government arose as a top priority.

DEI Practices in Municipal Government

How is your community currently addressing this?



Many municipalities have started looking internally at their operations as a first step in this work

KEY CHALLENGES across all survey topics

- Limited staffing, resources, and internal expertise to do this work
- Not knowing where or how to get started
- Lacking connections with other municipalities doing this work and awareness of promising practices in these various areas
- Lacking a unified effort with school districts, libraries, business community etc.
- Difficulties connecting, building trust, and engaging with a diversity of residents

Observations

- DEI is a lens through which all municipal services can be viewed
- All other strategic priorities assessed can be incorporated into the theme of 'DEI Practices for Municipal Government'
- The key takeaway is that **a focus on integrating these principles into everyday internal municipal operations is critical for achieving external equitable outcomes.**

A more in-depth review of all survey responses will be provided via handout after the meeting

Discussion

Discussion Questions

- Does this proposed pilot match needs you have observed in your communities? Is there anything else that should be considered with regards to the pilot structure?
- What specific municipal practices would you like to see addressed through this pilot?
- What would be your desired outcomes of this pilot?