Racial Equity Centered Change and Performance Management

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UIC

Intention of the Course

To provide participants an **experiential foundation for racial equity driven change** through learning hands-on tools for **racial equity driven:**

Change management is the framework in which organizations identify the process and structure changes needed to achieve improved outcomes.

Performance management is about translating outcomes back into internal outputs (data/metrics) and working with staff to ensure alignment and buy-in.

Participant Outcomes

- Learn the principles of racial equity driven organizational change and how iterative learning models (REDI Model) create opportunities for teams to improve results for themselves and their partners.
- Apply disciplined, practical approaches to incorporating learning models into management and leadership decision making processes that need improvement
- Experience how other mission-oriented individuals are confronting our times and changing environments, while strengthening their results and relationships.
- Use peer support and coaching to think through how to apply the REDI Model in your context.

Keeping Your Work at the Center

The program is **INTENSIVE**. We expect you to practice the tools and engage with the principles in support of your current work, not in addition to it.

This is a program that keeps your work at the center. Because of this principle, one of the most important tools that will aid your success in this program is **YOUR OWN WORK CALENDAR**.

Participants who will find the most success will incorporate the training tools, coaching and peer support not only to their specific projects, but also to other complex organizational situations they may be addressing.

Structure and Potential Topics

The program is made up of six-cycles.

- The first five-cycles start with **all-cohort trainings on Wednesdays**
- This is followed by **two weeks of work on your own** and is completed by a **small-group coaching session** for you with a few other participants and one experienced coach.
- The Sixth Cohort session is structured to celebrate and share what you have learned and experimented with and to have one more chance to go deeply on a couple of the principles or tools of the program.

8/17 In-person training 8/29 Online small group coaching	9/14 In-person training 9/26 Online small group coaching	10/12 In-person training 10/24 Online small group coaching	11/16 In-person training 11/28 Online small group coaching	12/14 In-person training 12/26 Online small group coaching	1/11 In-person training 1/2/23 Online small group coaching

Topic 1: Performance Management

- Establishing systems to collect relevant DEI data
- Identifying analytic tools and metrics to track and measure DEI progress, outcomes, and impact across different departments
- Establishing accountability mechanisms to increase and sustain DEI outcomes
- Conducting an audit of policies, procedures, and practices
- Conducting an audit of social service gaps within the organization and more broadly in the community
- Assessing customer service practices within the organization for their impact on community equity and access

Topic 2: Communications: Internal

Communications

- Developing functional interdepartmental working groups focused on DEI
- Conducting an internal staff survey and staff focus groups to assess internal organizational culture
- Facilitation practices for productive community engagement

Topic 3: HR and Finance

HR Management

- Analyzing staff demographic data, retention, and promotion statistics
- Reviewing hiring and recruitment practices

Financial Management

- Incorporating participatory budgeting into your annual budgeting process
- Assessing procurement and purchasing practices

FAQ

How many participants will be selected?

Teams of two senior leaders from 10 municipalities

Who is on the selection committee?

Staff and leaders from MMC, ILCMA and UIC

Is this in-person or virtual?

Each cycle (month) - One 2 hour in-person training and one 1 hour small group coaching session

What is the cost?

For the pilot, it is covered by foundation funding. In the future, there will be program costs of between $2,500-4,000 per participant, on a sliding scale.