



MMC Diversity Issues Task Force

AUGUST 9, 2022

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METROPOLITAN MAYORS CAUCUS

Diversity Issues Task Force Updates

- Announcement
- Overview of DEI Activities
 - *New* DEI Practices Website
 - LORE Program
 - Future Meeting Topics
- Setting the stage for Environmental Justice

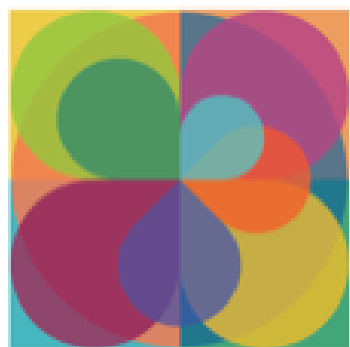
Announcement

- Katie is going to grad school!
- Last day at the Caucus is August 19th



Overview of DEI Activities

Website Demo



**DIVERSITY
EQUITY &
INCLUSION**

[Demo Here](#)

New, Interactive Website for DEI Practices:

- Case Study Library
- Resources
- Meeting Materials

REQUEST: photos of local communities to populate webpages

Learning & Operationalizing Racial Equity (LORE) Pilot

- 6-month pilot with UIC Great Cities and ILCMA
- Training, coaching, and peer support to operationalize equity within specific municipal projects
- Built upon successful REDI program model implemented at the Forest Preserves of Cook County and City of Evanston
- Curriculum covers topics integral to municipal operations: performance management, communications, human resources, and financial management

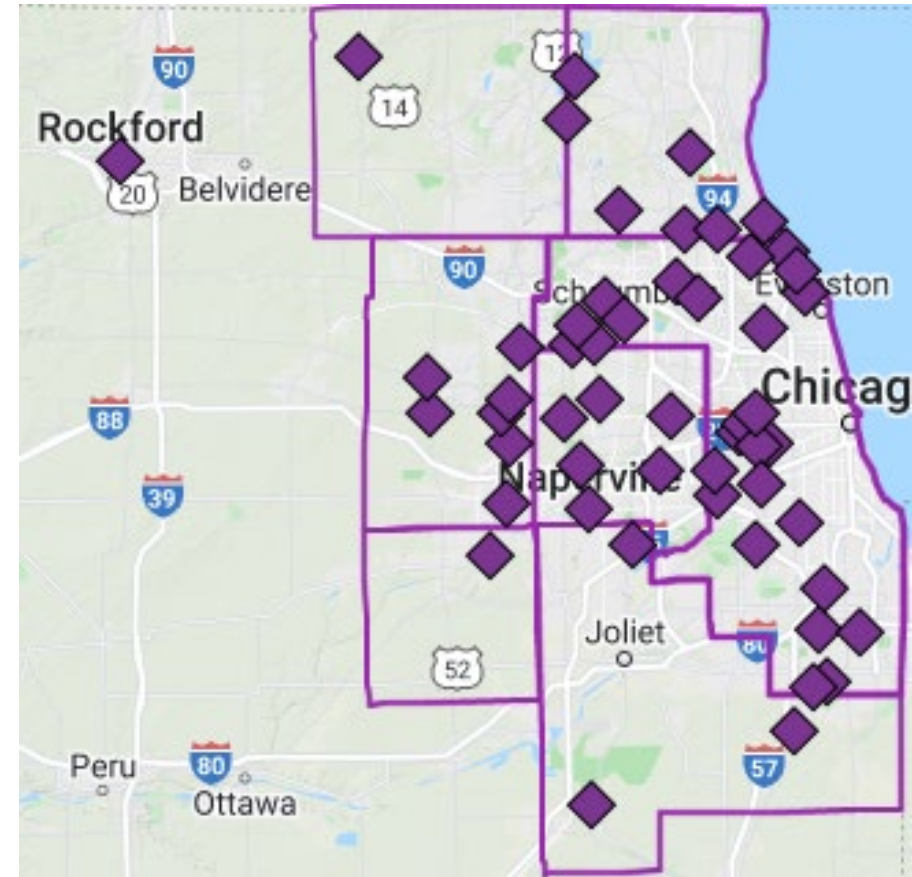


Congratulations to the First LORE Cohort!

- City of Aurora
- Village of Bartlett
- City of Batavia
- Village of Hanover Park
- Village of Hazel Crest
- City of Highland Park
- Village of Lincolnshire
- City of Naperville
- Village of Oswego
- Village of Park Forest
- City of Peoria
- Village of River Forest
- Village of Schaumburg
- Village of Wilmette

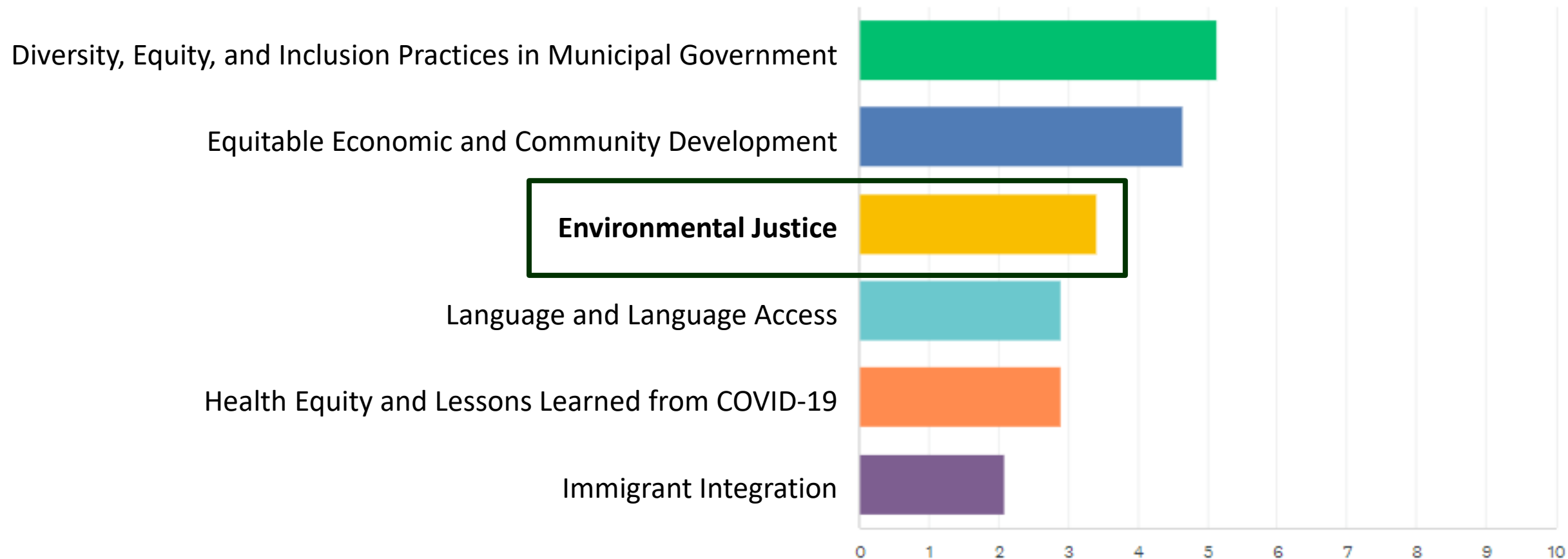
Reminder of Diversity Task Force Survey

- Sent to all Mayors & Managers in spring 2021
- Received 55 responses from across the region
- Asked respondents to comment on topics related to equity in the region



Map of survey respondents

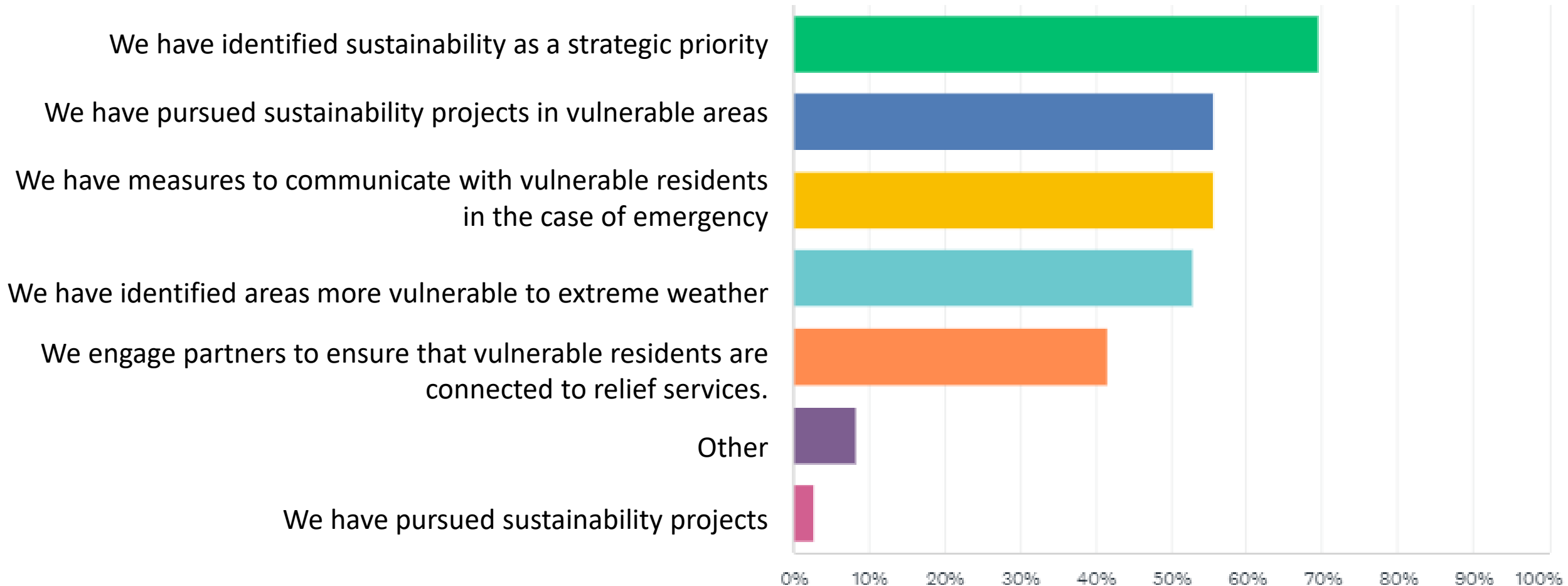
Top Areas of Interest from the Survey



Environmental Justice was the third most popular topic of interest in our survey

Environmental Justice

How is your community currently addressing this?



KEY CHALLENGES identified in survey

- 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
- Lack of unified, multijurisdictional collaboration on shared challenges
- Difficulties connecting, building trust, and engaging with a diversity of residents

Discussion Questions

- Why are you here? Why do you care about environmental justice?
- What does EJ mean in your own community?
- How do we address EJ as a region?