

Racial Equity Toolkit

Village Board of Trustees Presentation

June 27, 2022



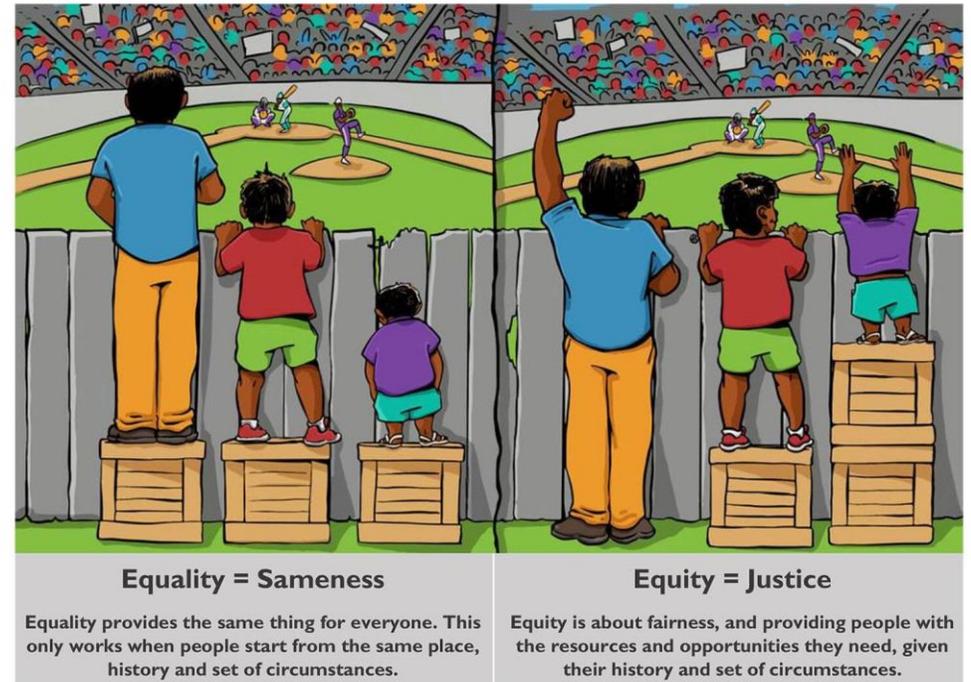


Overview

- What is equity and why are we talking about it?
- Brief History of VOP Equity Work
- Racial Equity Toolkit Overview
- Next Steps/Toolkit Implementation Plan
- Final Thoughts
- Questions

Why are we talking about equity?

- Racial equity is the process of eliminating racial disparities and improving outcomes for everyone. It's not just about eliminating the gap between people of color and white people, but increasing success for all.
- Racial equity develops goals and outcomes that will result in improvements for everyone, but the strategies are targeted based on the needs of a particular group.
- Government at all levels has played a role in creating and maintaining racial inequity through laws and policies. Despite many laws dealing with explicit acts of discrimination, historical legacies and structures and systems continue to create and perpetuate resource and opportunity gaps.



Brief History of Recent VOP Equity Work

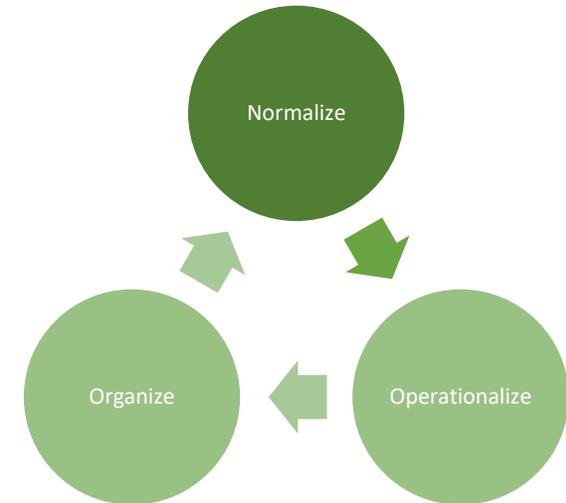
- January 29, 2018 – Board holds study session on Governing for Racial Equity
- March 2019 – Department Heads and CRC members participate in Race, Equity and Leadership Training presented by National League of Cities.
- May 6, 2019 – As customary, newly elected officials adopt VOP Diversity Statement.
- October 7, 2019 – Board adopts 2019-2021 Goals including Racial Equity goals (training, GARE membership, Racial Equity Impact Assessment) and revised Equity, Diversity and Inclusion Statement
- October 14, 2019 – VOP issues RFP for Racial Equity Training
- January 1, 2020 – VOP joins Government Alliance on Race & Equity
- July 20, 2020 – Board approves a Professional Services Agreement with the National League of Cities Race, Equity and Leadership (REAL) team
- September to November 2020 – Staff, elected officials and commission chairs participate in Racial Equity Training (normalizing equity)

Brief History of Recent VOP Equity Work

- May 3, 2021 – As customary, newly elected officials adopt VOP Equity, Diversity and Inclusion Statement
- June 14, 2021 – Board adopts 2021-2023 Goals including Racial Equity specific goals (race equity and social justice action plan & equity toolkit, maintain GARE membership, pass an equity resolution, review 2020 census for identifying diversity metrics, review ordinances & policies for racial inequities, consider a racial equity coordinator, increase public engagement, explore reparations)
- August 30, 2021 – VOP staff presents on Racial Equity Action Planning Process
- December 6, 2021 – Board adopts FY22 Budget including funding for Racial Equity role.
- December 20, 2021 – VOP posts for Assistant Director of HR & Racial Equity position
- April 28, 2022 – VM Jackson reimagines position as Chief DEI Officer
- June 27, 2022 – Present Racial Equity Toolkit to Village Board
- July 20, 2022 – Meet with CRC and discuss toolkit and implementation

Racial Equity Toolkit Overview

- Over the past several years, the Village has tried to be intentional in using the theory of action recommended by GARE
- Designed by the Government Alliance on Race and Equity (GARE), the toolkit is a series of questions for decision/policymakers to consider when reviewing a policy, program, practice or budget choice.
- Requires the explicit consideration of racial equity in decision-making which can lead to strategies that reduce racial inequities and improve outcomes for all.
- Initially intended for use by VOP staff and elected officials, but would love to see use expanded to other community-based organization or intergovernmental partners who do not use their own toolkit.
- Prospective use for new items going to the board & retrospective review of existing policies, programs & practices.



Racial Equity Toolkit Overview

1. What is your proposal and the desired results and outcomes?

2. What is the data?
What does the data tell us?

3. How have communities been engaged? Are there opportunities to expand engagement?

4. What your strategies for advancing racial equity?

5. What is your plan for implementation?

6. How will you ensure accountability, communicate, and evaluate results?

Toolkit Implementation

- June 27, 2022: Meet with Village Board and share information/receive feedback
- July 20, 2022: Meet with Community Relations Commission to solicit additional feedback on tool and implementation process.
- August/September 2022: Training for Department Heads and other decision-makers within the organization on use of Racial Equity Tool.
- September/October 2022: Board will begin seeing racial equity impact analysis on agenda items brought to the Board.
- October/November 2022: Begin to review of existing policies, programs and practices (Board Goal)



Final thoughts

- Use of Equity Tool is an important step but not the only step in advancing racial equity within our government. Work requires ongoing commitment and investment in the theory of action (Normalize > Operationalize > Organize).
- Hope to have the Chief DEI Officer hired within next 4-6 weeks. Will take the lead on development of racial equity action plan and continue working on implementation of toolkit.

Questions?

