

2021-2023 Village Board Goals - Equity

Adopted June 14, 2021

Equity	Timeline
1. Create a race equity and social justice action plan	August 2021: Present a plan to the Village Board for development of a race equity and social justice action plan inclusive of a racial equity impact tool kit.
1a. Create racial equity impact tool kit to advance Board equity goals	August 2021: Present a plan to the Village Board for development of a race equity and social justice action plan inclusive of a racial equity impact tool kit.
1b. Maintain GARE membership and leverage its resource into racial equity work of the Village	October 2021: As part of the FY 22 Budget recommendations, include GARE membership
1c. Pass a resolution to commit to our equity goals.	1st Quarter 2022: Pass a resolution to commit to our racial equity goals.
1d. Upon 2020 Census review, determine if additional metrics are needed to create a baseline understanding of the diversity of our residents in all areas of the community such as school data, home ownership versus rentals, businesses and age-based diversity	1st Quarter 2022: Hold a Study Session on 2020 Census data and determine what additional metrics are needed.
1e. Review ordinances and policies for racial inequities	1st Quarter 2022: Present a plan for review of ordinances and policies related to racial inequities.
1f. Consider a racial equity coordinator to be involved in hiring and how we use vendors	October 2021: As part of the FY 22 Budget recommendations, include new FTE to coordinate race equity work
1g. Increase opportunities for public engagement on policy discussions	September 2021: Staff will present a communication plan to increase opportunities for public engagement on policy discussions
1h. Continue to explore reparations	2nd Quarter 2022: Continue to explore reparations