



2025 Work Plan for Community Relations Commission

Enabling Language

1. Ensure equal and equitable access to services for all residents, workers, business owners and visitors of Oak Park.
2. Promote and facilitate inter/intragroup unity and cultural understanding to help deter prejudice, discrimination and intolerance.
3. Encourage and foster fair and equitable treatment to all under the law by administering the Village's Human Rights Ordinance, monitoring trends and facilitating community-wide discussions.
4. Monitor the activities of Village hiring practices for equitable employment and advancement opportunities in the Village government.

Enabling Language	Project	Outcomes	Timeframe	Budget
#1	Support Racial Equity Action Plan <ul style="list-style-type: none">• Review Racial Equity Action Plan, provide feedback to Staff• Support implementation, as needed, based on needs identified during collaborative review with Village Staff	Advance Village Board goals by offering community-informed feedback and collaborative support that helps ensure the Racial Equity Action Plan is responsive, inclusive, and grounded in lived experience.	Sept - Oct	No budget needed/requested
#1	Prepare annual readout <ul style="list-style-type: none">• In collaboration with Village Staff, develop high-level summary of the Commission's contributions	Increase transparency and community trust by sharing a clear, accessible summary of the Commission's efforts, learnings, and impact — highlighting contributions that support equity, inclusion, and intergroup connection.	Oct - Nov	\$500 – printing fee



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#2	Community Building <ul style="list-style-type: none"> Undergo training to build a shared understanding of core principles related to community engagement, diversity, equity, inclusion and facilitation of constructive dialogue When appropriate and in coordination with Village Staff, offer support in navigating community tensions with a focus on promoting effective communication 	Foster dialogue that deepens mutual understanding and respect across diverse groups, with intentional attention to power dynamics, lived experiences, and the conditions that support equity and connection.	July - Dec	\$8000 - Training for 8 Commissioners
#2	Community Cultural Events <ul style="list-style-type: none"> Provide feedback to Staff on the Community Event Toolkit Support Staff on execution of annual community cultural events 	Support events that celebrate cultural richness and create opportunities for shared experience, visibility, and belonging.	June - Dec	\$1000 - engagement supplies
#2	Mini Grants <ul style="list-style-type: none"> Review historical mini-grant program goals and outcomes Explore opportunities to evolve the program concept Develop recommendations for potential 2026 implementation 	Develop program concept that supports grassroots community efforts that reflect and advance values of equity, inclusion, and shared belonging.	Sept - Nov	No budget needed/requested
#2	Dinner and Dialogue <ul style="list-style-type: none"> Review historical goals and outcomes of the Dinner and Dialogue program Develop updated program design for potential late 2025 kickoff 	Reinvigorate a proven forum for community conversation that builds empathy, bridges experiences, and fosters meaningful connections across differences.	July -Oct	\$1000 – 2 events for up to 10 participants per event



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#3 & #4	Workplan Development <ul style="list-style-type: none">In collaboration with Village Staff, develop Workplan items to address enabling language items #3 and #4 for 2025 and/or 2026 execution	Programs that address enabling language items #3 and #4.	December	No budget needed/requested