



Fiscal Year 2026 Operating Budget

Diversity Equity and Inclusion Office (DEIO)

Kellye A. Keyes, Chief DEI Officer

November 6, 2025

VMO– Diversity Equity & Inclusion Office



Mission Statement

The Village of Oak Park’s Diversity, Equity & Inclusion Office (DEIO) envisions a community where equity is lived every day—where everyone feels seen, valued, and empowered to contribute fully. We believe diversity is our strength and the foundation for innovation, empathy, and shared progress.

We lead with equity—working to remove systemic barriers, champion fair policies, and ensure opportunity and justice for all. We grow stronger together by partnering with residents, community organizations, and Village departments to share learning, deepen understanding, and expand inclusive practices. We celebrate the many cultures, identities, and lived experiences that make Oak Park extraordinary—lifting every voice and honoring every story. We embrace reflection, learning, and accountability as lifelong commitments to ensure our efforts evolve with the needs and values of our community. Above all, we build spaces of belonging where every person, especially those historically marginalized, feels welcome, supported, and encouraged to lead.

VMO- Diversity Equity & Inclusion Office (DEIO)

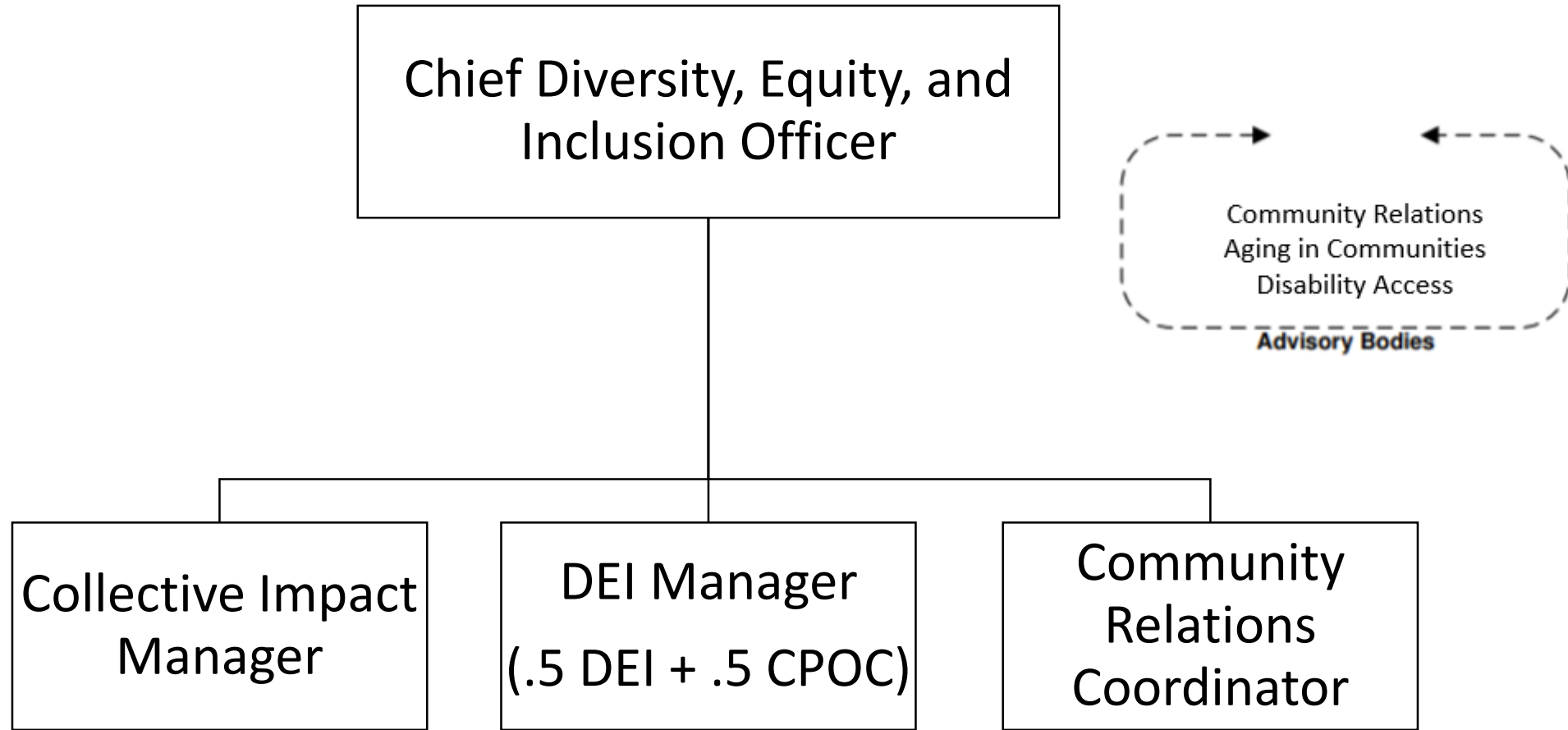


The Diversity, Equity & Inclusion Office (DEIO) serves as a strategic partner and resource to Village leadership, providing expertise in advancing equity across all aspects of Village operations. Through a data-driven and collective impact approach, DEIO helps identify and implement strategies that foster diversity, equity, and inclusion—both within the organization and throughout the Oak Park community.

- **Advising and aligning:** Integrating DEI principles into policy, program, and procedural decisions to ensure equity is embedded in Village practices.
- **Community engagement and celebration:** Supporting programming and events that honor cultural heritage, highlight inclusion, and celebrate Oak Park's vibrant multicultural identity.
- **Administering Programs:** Overseeing the Village's historic Community Relations Program, including implementation of the Human Rights Ordinance and related efforts that advance fairness and belonging.
- **Commission liaison support:** Providing staff support to the Community Relations, Disability Access, and Aging in Communities Commissions.

Together, these efforts reinforce the Village's commitment to equity as a shared value—and to building a community where every resident feels seen, respected, and included.

Overview-DEIO



FY 26 Priorities - Diversity Equity & Inclusion Office



The DEIO will continue to offer a vibrant calendar of educational programs, cultural heritage celebrations, and commission meetings.

- We plan and host five educational programs and sixteen cultural heritage celebrations each year, while collaborating with commission chairpersons to support and record thirty-six commission meetings and assist with their special events. Our goal is to expand participation and ensure every resident feels seen, reflected, and welcomed in Village-wide celebrations.

Partner with departments and community members to build and enhance inclusive neighborhood practices that apply restorative justice principles to strengthen trust, connection, and shared accountability.

- Advance community trust and shared accountability through inclusive dialogue, conflict-resolution initiatives, and partnerships that strengthen relationships across diverse neighborhoods.

Immigration Response Coordination for the Village of Oak Park

- Internal Coordination to streamline resident support by serving as the department to coordinate immigration-related inquiries. Establish clear referral paths across departments and shared communication protocols.

FY26 Priorities - Diversity Equity Inclusion Office



Continue the implementation of the Language Access Plan to ensure equitable communication and access for all residents.

- Interpretation Real-time spoken language support will be provided through handheld video devices and in-person interpreters, including services for individuals who are deaf or hard of hearing.
- Translation : Written materials—including the Village website, key policies, and essential documents—will be translated to promote accessibility and understanding across languages.

Develop an online DEI Resource Bank on the Village website to make equity tools, learning materials, and inclusive practice guides easily accessible to staff and the community.

- Create an accessible, user-friendly online hub featuring equity resources, training guides, and best practices to promote shared learning and inclusive engagement across the Village.

Develop and host programs related to strategies to enhancing the participation of aging and differently abled throughout the community.

- Host educational workshops and community forums that highlight accessibility best practices, intergenerational inclusion, and strategies for creating age- and ability-friendly spaces across Oak Park.

VMO-DEI FY25 Recommendations



2025 Amended Budget: \$946,842

2026 Recommended Budget: \$964,781

There is a \$17,939 increase to the overall departmental budget caused by a combination of decreases in several line items and the conversion of a part-time position to a full-time position. Recommended budget includes the movement of all salary and fringe from operational programs to the administrative program along with the consolidation and alignment of line-item expenses into operational programs.

Notable changes:

- Overall Department Regular Salaries- increased \$143,032
- Overall Department Conferences Trainings- increased \$3,000
- Overall Department Special Events– decreased \$12,500
- Overall Department General Contractual- decreased \$90,000

VMO-DEI FY26



Program		FY 2025 Amended FY2026 Requested		
Code	Line items	Budget	Budget	Variance
101	Total Salary & Benefits Budget	417,834	486,815	68,981
101	Conferences Training	5,000	15,000	10,000
101	General Contractuals	20,000		-20,000
101	External Support	125,000	112,000	-13,000
101	Membership Dues		3,500	3,500
101	Books & Subscriptions	1,500	4,000	2,500
101	Special Events	135,000		-135,000
102	General Contractuals	70,000		-70,000
102	External Support		85,000	85,000
102	Special Events		135,000	135,000
103	External Support	52,000		-52,000
103	Special Events	105,000	92,500	-12,500



Questions?