



Racial Equity Community Assessment

Firm Selection

May 8, 2023



Purpose

GARE Best Practices

Discuss the racial equity assessment purpose and goals

Request for proposals overview

Selection process

Introduce selected firm

Next steps

GARE Best Practices

- Preparation ✓
- Research and Organizational assessment
- Research findings
- Develop Plan
- Implementation, reporting, and evaluation

Request for Proposals Overview

assessment objectives

submission timeline

targeted outreach

number of submissions received

RFP Deliverables

- Needs Assessment
- Raw data
- Comprehensive Report
- Community Education and Engagement Plan
- Oak Park Community Advancing Racial Equity and Social Justice (OP CARES) Roadmap



Selection Process



Selection Process

Government experience

Research experience

Diversity and representation of organization

Cost proposals

Language Access

MEET THE TEAM !

Principal Investigator

Kathleen Yang-Clayton, Ph.D. Senior Fellow, Great Cities Institute
Clinical Associate Professor, Public Administration
Associate Dean, Diversity, Equity, and Inclusion

Dr. Kathleen Yang-Clayton brings extensive legislative, advocacy, organizing and applied research experience to her clinical professor position in the Department of Public Administration, College of Urban Planning and Public Affairs at the University of Illinois-Chicago.

She is also a Research Fellow at the [Great Cities Institute](#). Her most recently funded work was on the Illinois 2020 Census, providing training and applied data analysis to over 350 nonprofits, public agencies (libraries, public health systems) and local municipalities to increase self-response rate numbers in Hard to Count communities. Her current work on democratic systems issues focuses on voting rights, redistricting, and racial equity.

She also is leading two major racial equity projects for the Forest Preserves of Cook County and the City of Evanston that focus on the internal environment of public organizations and how to operationalize racial equity practices to improve government performance and impact.

Research Team

Thea Crum

**Associate Director, Neighborhoods Initiative at the Great Cities Institute
University of Illinois at Chicago**

Thea Crum, MUPP, is the Associate Director of the Neighborhoods Initiative at the Great Cities Institute at University of Illinois at Chicago (2011-present) and previously served as Program Coordinator (2008-2011). In these roles, she designs programs, raises funds, leads multiple projects, supervises students, and coordinates with community and internal partners.

She provides overall project management of initiatives and programs that have included the Community Economic Development Research Cluster, the Civic Leadership Training Program, serving as Assistant Director on the ChiWest ResourceNet capacity building project, and serving as Project Director for the Participatory Budgeting Chicago Initiative.

She served as Assistant Director on the Illinois ResourceNet Initiative, which helped to secured over \$113 million in new federal resources for communities across Illinois over four years of technical assistance. She holds a BFA from University of Wisconsin (1998) at Madison and a Master of Urban Planning and Policy from University of Illinois Chicago (2011)

Research Team

Adam Slade, MPPA, M.Ed. Visiting Research Specialist

Adam Slade brings over ten years of government operations and organizational change management experience in his work as a researcher and consultant. He has worked with universities, school districts, cities, counties and provincial governments in different capacities. He is particularly focused on issues of equity in public policy, government process improvement, financial policy formulation, and performance measurement.

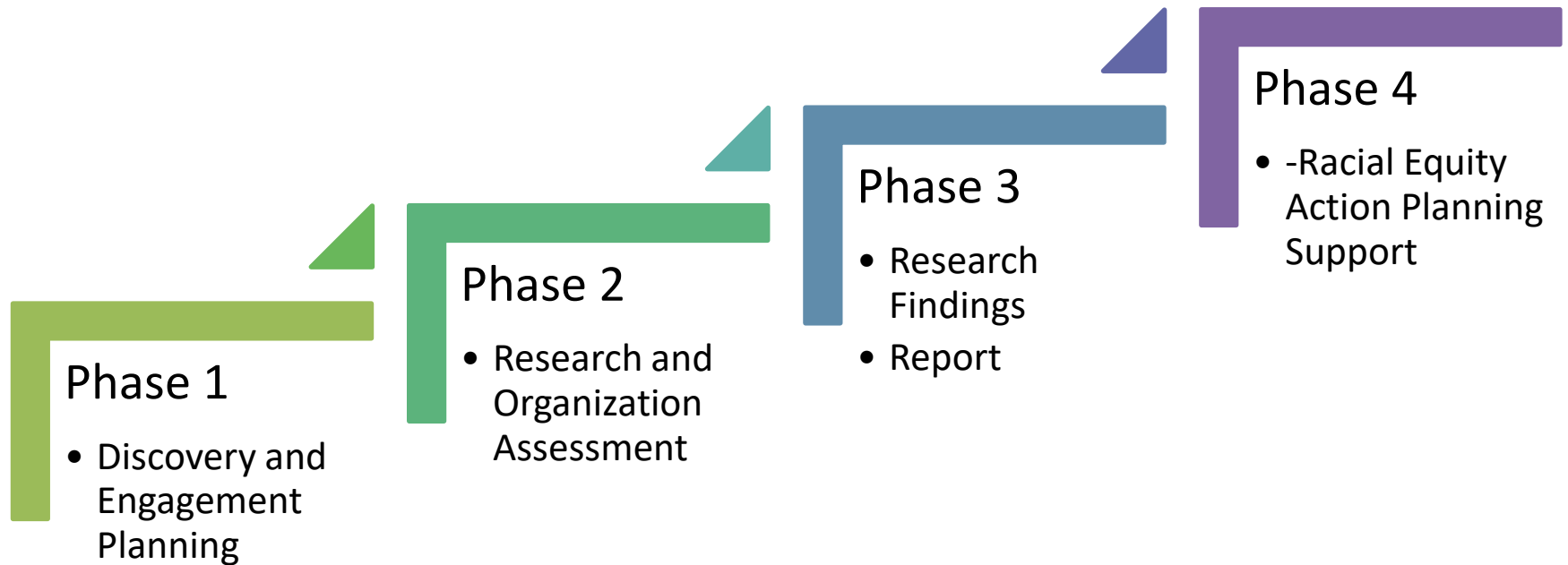
Most recently Adam is completing a racial justice organizational scan in Illinois for the Grand Victoria Foundation. He also has worked with the Forest Preserve District of Cook County on their racial equity transformation and strategic plan. He also was a facilitator and researcher for the City of Chicago Budget Engagements for the 2022 and 2023 budgets.

He has experience in conducting many Racial Equity Impact Assessments (REIA). Engagements include evaluating, the National Teachers Academy school closure proposal, the Englewood High School closures proposal, the Logan Square CDOT redevelopment proposal, and the Lincoln Yards/78 TIF Development proposal. These engagements have resulted in many policy and process changes at the Village of Chicago. He has advised on racial equity transformation efforts at the Forest Preserve District of Cook County and has conducted a Diversity and Inclusion accreditation findings review for the Department of Public Administration at the UIC College of Urban Planning and Public Affairs.

Why They Stood Out?

1. Extensive Government experience on racial equity
2. Strong commitment to partnership and community engagement
3. Distinguished approach to translation versus interpretation process in research methodology
4. Prioritizes unheard voices
5. Understood the need to lead with racial equity
6. Eager to engage in learning for all

Assessment Timeline



Next Steps – Racial Equity Action Plan

What do you hope to see in the community?

What needs or opportunities were identified?

What do you aim to achieve?

How will performance be measured?
