



Oak Park's Diversity, Equity and Inclusion Statement

The Village of Oak Park reverently recognizes this land that we live, learn, play, and work on was first the original homelands of numerous Native Nations. These indigenous sovereign tribes were unjustly removed from their ancestral land through colonial force. We acknowledge this painful history to ground the work of becoming a diverse, equitable, and inclusive community beginning with recognition and acknowledgment of the harm, hardships, and horrors experienced by the Indigenous community. Nevertheless, the Native American community remains steadfast and enduring in their cultural traditions, rich histories, and relentless advocacy to protect and preserve their sacred homelands. May we atone by honoring this land through our commitment around sustainability, and overall environment wellbeing for all that inhabit this biodiverse land.

As, the Village of Oak Park commits itself to diversity, equity, and inclusion by recognizing that creating a mutually respectful, multicultural and equitable environment does not happen on its own; it must be intentional.

We believe in and practice diversity. As Oak Park is a dynamic community that welcomes, respects, and encourages the contributions of all people, in all our rich variety by race, color, ethnicity, ancestry, national origin, religion, age, sex, sexual orientation, gender identity or expression, marital and/or familial status, language, mental and/or physical impairment and/or disability, military status, economic class, immigration status, foster status, body size, criminal history, or any of the other characteristics that are often used to marginalize people and communities.

We believe in and practice equity. As Oak Park leads with an explicit but not exclusive focus on racial equity. We work tirelessly to break down systems of oppression, including racism, sexism, ableism, ageism, homophobia, transphobia, antisemitism, islamophobia, xenophobia and other forms of bias and hate to achieve a society where everyone has what they need to thrive. This is both a process and a goal. As we must actively reject and rectify any barriers

that prevent the full participation of marginalized groups. As equity requires an active attention to the advancement for historically excluded communities.

We believe in and practice inclusion. As Oak Park must create environments in which all voices can genuinely and safely be themselves. Which is achieved through full and broad participation of all community members, and the ongoing commitment to active and intentional engagement. We believe the best decisions are made when everyone is authentically represented in decision-making and power is shared collectively.

In conclusion, the Village of Oak Park commits itself to always reflecting on our past, taking steps presently, in order to ensure a future grounded in diversity, equity, and inclusion in all aspects of local governance and community life. We strive to advance these values by ensuring that they are operationally reflected in our everyday practices and priorities. We strive to always push ourselves outside of our comfort zones to grow in our understandings to cultivate a diverse, equitable, and inclusive society for all. May we always remain in a perpetual state of learning, listening, and leading in all ways that promotes diversity, equity, and inclusion.

The President and Board of Trustees of the Village of Oak Park reaffirm their dedication and commitment to these precepts.

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