



Office of Diversity, Equity, and Inclusion

FY24 Budget Request

Departments At a Glance

Department: **VMO-DEI**

FY24 Budget: **\$745,420** General Fund (**Combined with previous Community Relations Dept**)

Director: **Dr. Danielle Walker**

Executive Overview

The DEI Office is a division within the Village Manager's Office that provides subject matter expertise in the professional practice of assessing and employing methods and strategies for achieving diversity, equity, and inclusion utilizing a data driven collective impact approach. The DEI office works collaboratively with, executive leadership and Village staff while also facilitating community engagement to help guide equitable development and implementation of Village policy, programs, and services. Additionally, the DEI office coordinates engagement with Village staff, commissions, residents, community-based organizations, anchor institutions, and the local business community to assist with implementing programming and events that celebrate diversity, cultural heritage, and the unique multicultural identity of Oak Park. Ultimately, the office of DEI is focused on developing an infrastructure to ensure policy, program, and procedural decisions are evaluated through a diversity, equity, and inclusion lens.



Departments At a Glance

FY 23 Accomplishments

- Introduced several new large community cultural events
- Held first tenant workshop on fair housing rights and resources
- Filled both DEI Research Assistant and Collective Impact positions
- Chief DEI Officer accepted into Metropolitan Mayors Caucus leadership program on Learning and Operationalizing Racial Equity (LORE)
- Updated DEI statement that included land acknowledgment and translated into Spanish
- Completed data collection for racial equity assessment
- Embedded DEI impact analysis to all applicable agenda items
- Held language access listening session and developed a corresponding survey
- Conducted several cultural competency training sessions for Village President and Board of Trustees
- Developed an internal staff DEI and Sustainability collaborative called E2
- Conducted several successful mediation sessions between landlords and tenants



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FY24 Priorities

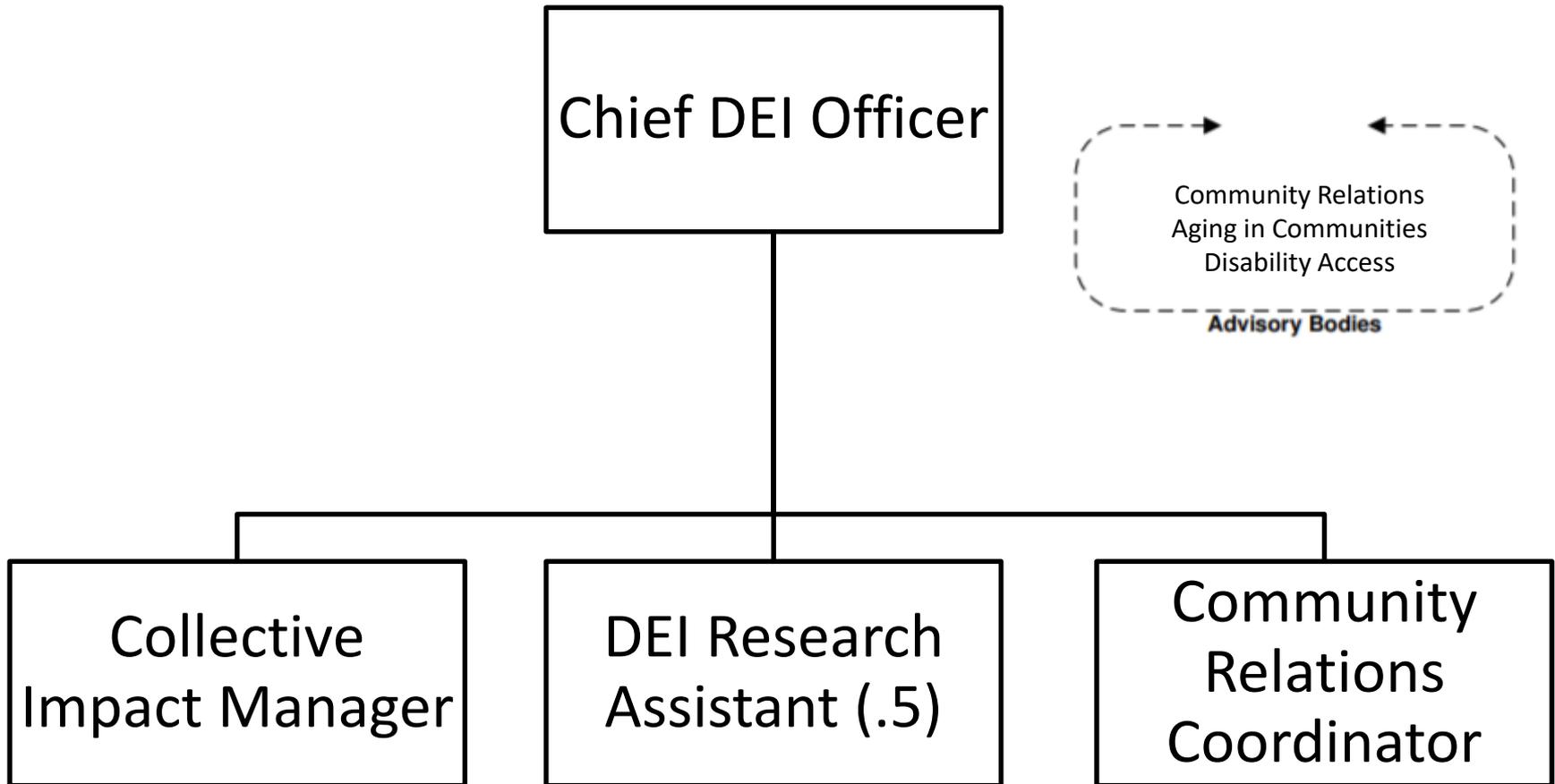
- Language Access policy and program launch
- Complete racial equity assessment and strategic plan
- Review and evaluation of all community relations programming
- Conduct community engagement sessions around reparations
- Reviewing process for discrimination complaints
- Support DEI workforce development with HR Department
- Robust staff training on mediation/restorative processes, DEI core values, and ADA
- Develop DEI page on VOP website and data dashboard
- Advance fair housing initiatives around homeownership and renter needs
- Conduct equity audits around aging and accessibility
- Develop community engagement resource guide
- Streamline community cultural events
- Build youth civic engagement opportunities

Notable Changes

The Office of DEI is requesting a status quo budget with the exception of:

- \$60,000 increase for special events that incorporate other community celebrations
- \$25,000 increase in external support for language access
- \$3,000 increase in conferences and trainings

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Questions