



Oak Park

# Racial Equity Community Assessment

*Firm Selection*

May 8, 2023



# Purpose

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GARE Best Practices

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Discuss the racial equity assessment purpose and goals

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Request for proposals overview

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Selection process

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Introduce selected firm

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Next steps

# GARE Best Practices

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

# Request for Proposals Overview

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assessment objectives

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submission timeline

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targeted outreach

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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

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Government experience

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Research experience

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Diversity and representation of organization

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Cost proposals

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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.

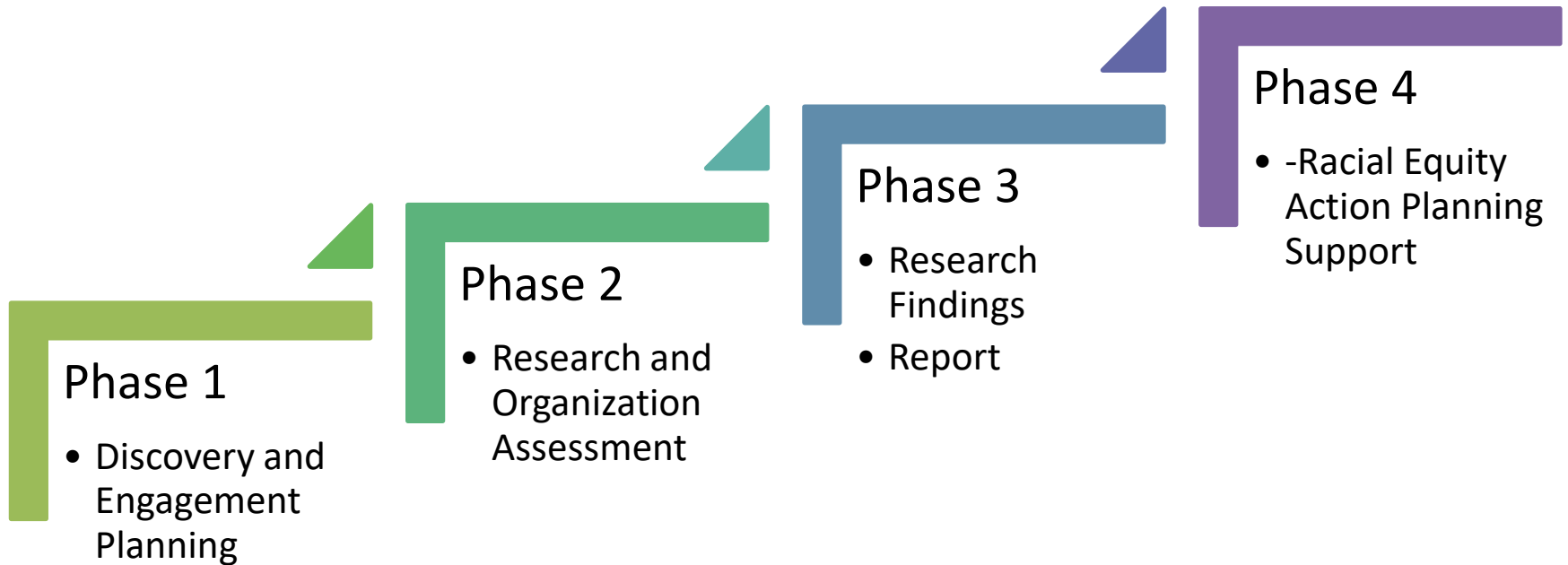
Most recently Adam is completing a racial justice organizational scan in Illinois for the Grand Victoria Foundation. He also has worked with the Forest Preserve District of Cook County on their racial equity transformation and strategic plan. He also was a facilitator and researcher for the City of Chicago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

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What do you hope to see in the community?

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What needs or opportunities were identified?

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What do you aim to achieve?

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How will performance be measured?