

Equity Diversity [and](#) Inclusion Statement

Board Edited Version 10/6/19

The people of Oak Park choose this community, not just as a place to live, but as a way of life and as a place to seek acceptance. Oak Park commits itself to equity, diversity, and inclusion because these values make us a desirable and strong community for all people. Creating a mutually respectful, multicultural, and equitable environment does not happen on its own; it must be intentional.

Board Change 10/4/19 9:49 PM

Deleted: shelter, refuge shelter, refuge, and

We believe in **equity**. By embracing equity, with an explicit but not exclusive focus on racial equity, we work to [authentically bring everyone, including traditionally excluded individuals and groups, into processes, activities, and decision making. We will work proactively to approach service delivery and decision making to take into account underlying differences in opportunities, burdens, and needs, in order to equitably improve the quality of life for all.](#) This is both a process and a goal. We reject racial barriers that limit and divide us, and we reject bias towards any group of people.

Board Change 10/4/19 9:49 PM

Deleted: break down systems of oppression and achieve a society where race no longer determines one's outcomes; where everyone has what they need to thrive.

We believe in **diversity** because our commonalities *and* differences are both assets. 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, [political affiliation](#), criminal history, or any of the other characteristics that [are often](#) used to divide people. We affirm all people as members of the human family. Our goal is for people of widely differing backgrounds to do more than live next to one another. [Through intentional interaction and fair treatment, we](#) can respect our differences while fostering unity and developing [consensus on](#) a shared vision for the future, [while preserving the best of the past.](#)

Board Change 10/4/19 9:49 PM

Deleted: We acknowledge intersectionality and the compounding effect of multiple forms of discrimination that many in our community experience.

Board Change 10/4/19 9:49 PM

Deleted: , intersectional

We believe in **inclusion** because we need to go beyond numerical diversity and strive for authentic representation, empowered participation, full access, and a true sense of belonging for all people. Oak Park recognizes that a free, open, and inclusive community is achieved through [broad participation of community members and the ongoing commitment to active and intentional engagement across lines of differences.](#) We believe the best decisions are made when everyone is [authentically](#) represented in [open and transparent](#) decision-making.

Board Change 10/4/19 9:49 PM

Deleted: full and

Board Change 10/4/19 9:49 PM

Deleted: all

Board Change 10/4/19 9:49 PM

Deleted: and power is shared collectively

The Village of Oak Park commits itself to a future ensuring equity, diversity, and inclusion in all aspects of local governance and community life. We strive to make these values *aspirational* and *operational* [reflected](#) in our everyday practices and priorities. This includes fair treatment, equal and [equal access to](#) all of the Village's institutions and programs, [and the](#) goal [of](#) racial equity in all Village operating policies. The Village of Oak Park [must](#) continue to support [its](#) fair housing philosophy that fosters integration and unity in our community. Our intention is that such principles will be a basis for policy and decision making in Oak Park. The President and Board of Trustees of the Village of Oak Park reaffirm their dedication and commitment to these precepts.

Board Change 10/4/19 9:49 PM

Deleted: participation in