



Agenda Item Summary

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Agenda Item Title

Presentation on a Racial Equity Toolkit

Overview

On July 14, 2021, the Village Board adopted goals and a work plan for 2021-2023. Related to the goal of Race Equity, the work plan identified the development and implementation of an equity tool- kit. Staff will present an overview of the racial equity tool as adapted from the Government Alliance on Race & Equity (GARE) framework and discuss the implementation of the tool for evaluating policies, programs, practices and/or budget decisions. An equity tool is designed to intentionally consider equity in decision-making for the purpose of reducing racial inequities and improving outcomes for all.

Anticipated Future Actions/Commitments

The Board will begin seeing equity considerations on agenda items in the fall of 2022.

Report

As part of the Village Board's 2021-2023 goals, the board adopted a Racial Equity goal with multiple parts as part of the creation of a race equity and social justice action plan which may include but is not limited to a) creating a racial equity impact tool-kit, b) maintaining GARE membership and leveraging that resource, c) passing a Resolution committing to equity goals, d) using the 2020 census review to determine additional metrics of the diversity of our residents, e) reviewing ordinances and policies for racial inequities, f) considering a Racial Equity Coordinator for hiring and how we use vendors, g) increasing opportunities to engage the public on policy discussions, and h) continuing to explore Reparations.

Staff will present a brief overview of equity work done thus far and then provide an overview of the racial equity toolkit and implementation plan.

Alternatives

N/A