



# DEI Working Group Focus Group with UIC Great Cities

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METROPOLITAN MAYORS CAUCUS

# Updates

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- **Introduction to UIC Great Cities Institute Team**
- **Key themes from previous discussions on training needs**

# University of Illinois-Chicago Great Cities Institute



## Dr. Kathleen Yang-Clayton

- **Research Areas:** Integration of public administration and racial equity to increase trust in government and improve government performance.
- **Recent Experience:** Census 2020 Complete the Count with MMC; Forest Preserves of Cook County & City of Evanston REDI Program



**Dr. Kathleen Yang-Clayton**  
Clinical Associate Professor  
Public Administration

# Key Themes from Previous Discussion



1. Municipalities want a longer-term relationship/engagement with the same trainer.
2. Training Needs Identified:
  - Municipality-wide training to set a cultural tone and establish shared values
  - Department-specific training to address profession-related skillsets
  - Internal Management/Administration through an equity lens
  - External Policy/Community Engagement through an equity lens
3. Buy-in from upper management is critical, but staff at all levels across the organization require this training.

# Focus Group with UIC Great Cities

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# Discussion Questions

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- Have you ever used change and performance management models? If so, what has your experience been and how would you envision your municipality using them in a racial equity context?
- What are some types of racial equity projects that you could imagine working on in a 6-month course that blends technical skill building, coaching, and peer support?

# Discussion Questions (cont.)

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- What have been the most impactful professional training programs you have participated in, and what made them useful to you?
- What would be the most tangible outcomes for your own professional growth? What would be the most tangible outcomes for your organization's growth?

# Other Items

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**Next Meeting:** Leveraging Community Partnerships, February 11<sup>th</sup>