



DEI Working Group

DECEMBER 10, 2021

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METROPOLITAN MAYORS CAUCUS

Updates

- **Proposal to shift ‘Open Discussion’ to beginning of meeting**
- **Chicago Community Trust, UIC Great Cities, and ILCMA Partnership Updates**

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

ILCMA Diversity and Inclusion Committee



Illinois City/County Management Association

- Professional association of local gov't staff
- Provides professional development and networking opportunities for members and collects local best practices



ILCMA Diversity and Inclusion Committee

- Develops tools, programs, and techniques to help members reach DEI goals including a recruitment and hiring toolkit and DEI training for strategic planning



NORTHERN ILLINOIS UNIVERSITY

**Center for
Governmental Studies**

Outreach, Engagement, and Regional Development

Relationship between partners

- **Chicago Community Trust**
 - Funder
- **UIC Great Cities / Dr. Kathleen Yang-Clayton**
 - Subject-Matter Expert
- **ILCMA**
 - Potential partner
 - Relationship with DEI Working Group not yet determined
 - Interested in a professional certification for department heads and high-level staff

Themes from Staff Training Meeting



1. Municipalities want a longer-term relationship/engagement with the same trainer.
2. Trainers should (1) understand/ be familiar with municipal government; (2) meet the community and staff where they are at; and (3) work with the municipality to ensure appropriate/relevant content.
3. Laying the foundation internally before bringing in a trainer is important. Staff surveys were identified as a key first step in doing this.
4. Two distinct training needs:
 - Municipality-wide training to set a cultural tone and establish shared values
 - Department-specific training to address profession-related skillsets

Checking in with DEI Working Group:

This questions will help inform January's focus group meeting

- Does a training program designed in partnership with this group feel aligned with your needs?
- Is a certification program of interest to you?
- What other questions do you have?

Interdepartmental Working Groups

ICEBREAKER Question

- Has your organization put together an interdepartmental working group to focus on DEI? If so, what has gone well and what has not gone well?

Discussion Questions

- How did you go about selecting individuals to serve on an interdepartmental DEI team?
- What are the objectives and goals of these teams and how are they determined?

Other Items

Next Meeting: CCT Grant Focus Group with UIC Great Cities, January 14th

