



DEI Working Group

AUGUST 12, 2022

KATIE FRIEDMAN, PROJECT MANAGER
METROPOLITAN MAYORS CAUCUS

Updates/Announcements

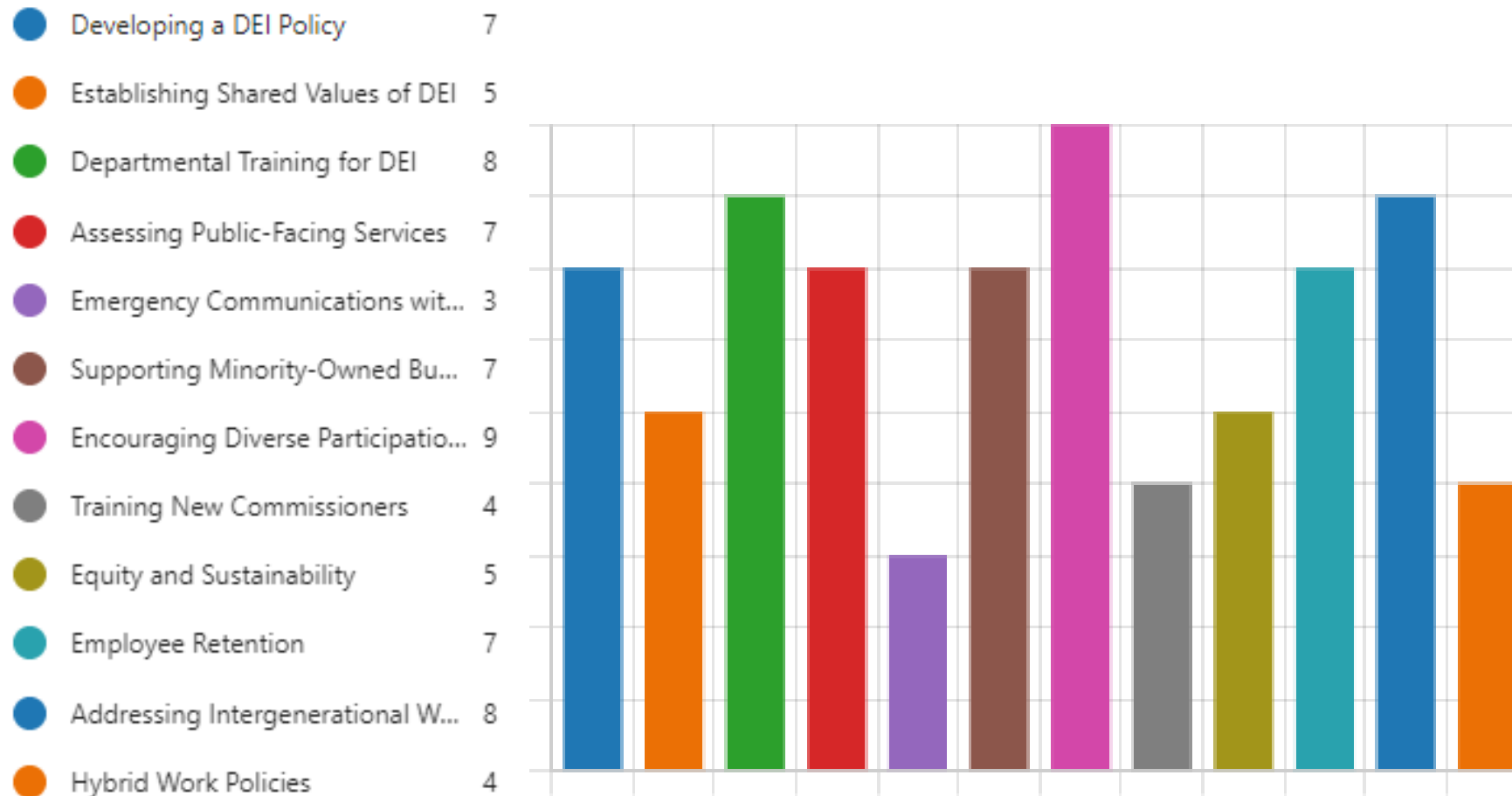
Katie leaving for grad school in September

New Website Preview

- [Link Here](#)
- Request for photos
- Request for future feedback

September Meeting proposal

Proposed Topics for Next Year – Survey Results



Additional Topics Proposed:

- Affinity Groups
- Mentor Programs
- Consultants
- Diversity in Promotional Processes
- Employee Engagement
- Understanding minority perceptions of the Muni
- Communication gaps

Proposed Topics for Next Year – Schedule

October 2022 – Encouraging Diverse Participation on Boards & Commissions (external)

November 2022 – Establishing Shared Values of DEI (internal)

December 2022 – Assessing Public-Facing Services (external)

January 2023 – Developing a DEI Policy (internal)

February 2023 – Supporting Minority-Owned Businesses (external)

March 2023 – Departmental Training for DEI (internal)

April 2023 – Emergency Communications with Vulnerable Residents (external)

May 2023 – Employee Retention (internal)

June 2023 – Training New Commissioners (external)

July 2023 – Hybrid Work Policies (internal)

August 2023 – Integrating Equity into Sustainability Projects (external)

September 2023 – Addressing Intergenerational Workplaces (internal)

Proposal to alternate internal and external focuses and to re-evaluate topics selected every six months

Proposed Topics for Next Year – Schedule

November 2023 – Mentorship programs (external)

December 2023 – Working with Consultants (internal)

January 2024 – Diversity in Promotional Processes (external)

February 2024 – Employee Engagement (internal)

March 2024 – Understanding Minority Perceptions of the Village (external)

April 2024 – Assessing Communications Gaps (internal)?

Proposal to alternate internal and external focuses and to re-evaluate topics selected every six months

Policy Audits for Equity

PEER SHARING

- Village of Arlington Heights
- Village of Schaumburg

Discussion Questions

- Have you considered an audit of policies in your organization?
- If so, what is the nature of the conversations you've had so far?
- Would either of the approaches discussed today work within your organization? Why or why not?

Other Items

Next Meeting: TBD