



Arlington Heights and DEI

Randy Recklaus, April 21, 2021



Beginning of Community Discussion

- Area Community group began hosting discussion meetings in 2017
- Village Staff began attending
- Focus was on experiences of African Americans in the Suburbs
- Different meetings had different topics:
 - Education
 - Community Services
 - Law Enforcement

BRIDGING THE BLACK WHITE DIVIDE



Do you agree that our communities are living at a critical time?
That racial divide is worsening?
That we leaders need to come together to understand the challenges here in the Northwest suburbs?
That it is possible to make a difference in the communities that look to us for leadership?

JOIN US FOR 2 BREAKFAST CONVERSATIONS

JANUARY 26 & FEBRUARY 23, 2017

8:00am-10:00am
(includes hot breakfast)
The Living Word Center
800 N. Fernandez Ave., Arlington Heights, IL 60004

EVENT SPONSORS



The January 26th event is sponsored in part by a gift given in memory of Dorothy Marshall.

RSVP at www.slw.org



Focus on Law Enforcement

- Hosted a joint meeting with the group in 2018
- Invited area Police Chiefs
- Discussion of underrepresentation of certain groups in law enforcement
- Helped spread the word on non-sworn openings in the Police Department
- Partnered with the group to get implicit bias training for supervisors



Northwest Suburban Law Enforcement Recruitment Taskforce

- Regular discussion group of Chief, Village Managers, and HR directors
- Discussed barriers for minorities and female candidates
- Best practices for minority recruitment
- Village began recruiting at City Colleges, attending diversity job fairs
- Discussion of underrepresentation of certain groups in law enforcement
- Partnered with Harper College to plan a workshop targeted to minority and female candidates but open to all
- Demystified the recruitment process
- Allowed us to identify potential interns, future candidates, network



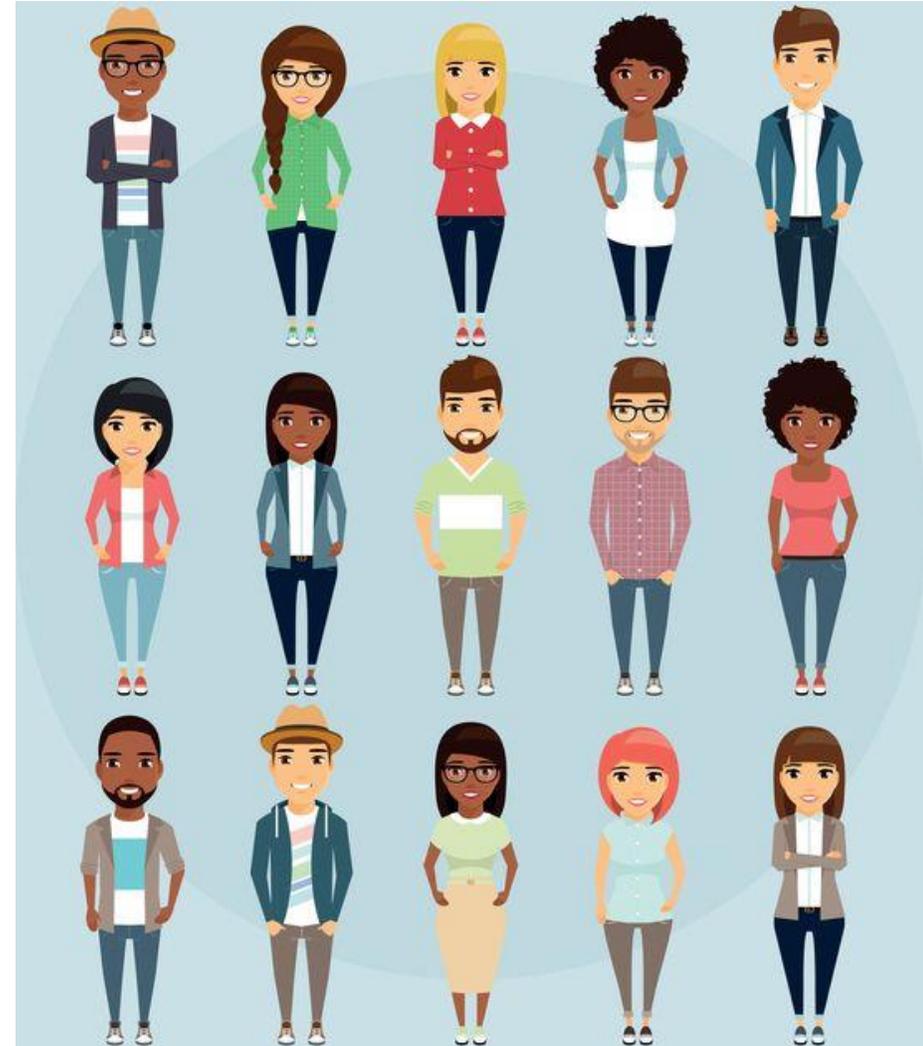
Broader Community Discussion

- Community group began regularly attending Village Board meetings in 2019
- Suggested that the Village needed to hire an African American Police Officer- wanted to be more involved in our discussions.
- Village Board identified “finding new ways to embrace diversity within the community” as one of its 9 Strategic Priorities for 2020 to 21
- Relationship with original community group changed as focus came to Village Board meetings and broader to groups other than African Americans
- Greater interest in DEI issues among new Village Trustees, other community groups
- Separation of groups acting as vendors vs. those acting as political advocates



Planned DEI Projects

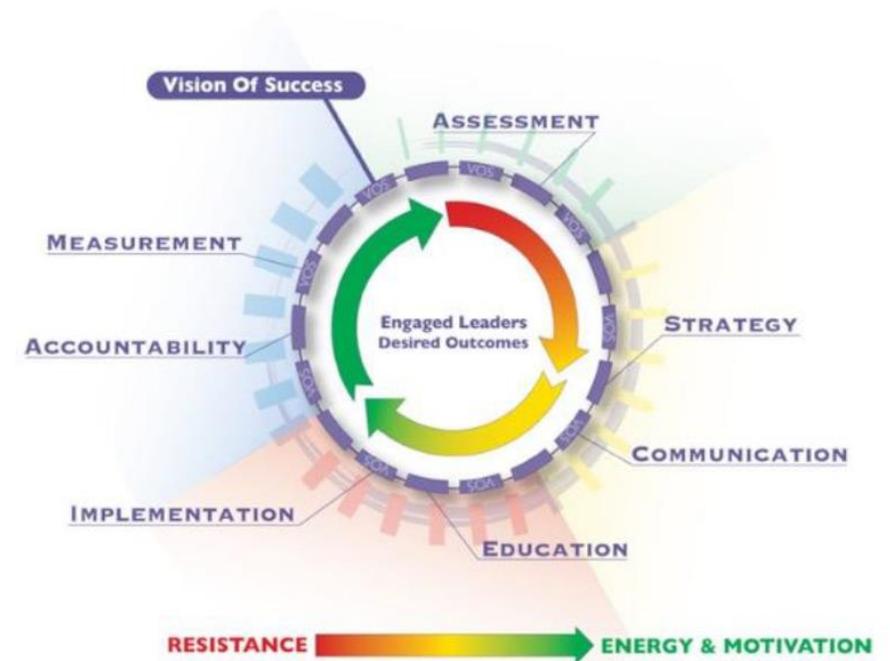
- AARP Age Friendly Certification
- Internal Disability Accommodation Assessment
- Seeking to increase minority candidates for sworn and non-sworn positions
- Diversity, Equity, and Inclusion Position Statement, Audit, and Plan
- Identification and categorization of multi-lingual employees
- New DEI landing page



DEI Audit and Plan

- RFP for an independent review of our practices and policies last summer
- Hired the Kaleidoscope Group
- Scope of Services focused on the Village as a service provider and an employer only
- Conducted employee and resident focus groups.
- Town Hall style meeting with panel of school, village, and park/library reps.
- 15 recommendations were presented in Feb.
- Current discussion on formation of a Steering Committee and/or Village Commission
- Working with Library, Schools, and other local govs on coordinating our efforts

DEI JOURNEY



Conclusions- Lessons Learned

- Be Inclusive in your approach- listening is key
- Tap into regional networks for these discussions
- Better to get ahead of the issue than to wait for a crisis or a community group to define a problem
- Understand the challenge of using community groups who advocate as vendors
- Hiring an independent group to help with your effort can be a good thing



Any Questions ?

**Thank you for the
opportunity to
present the
2021 State of
the Village**

