



Statement of Values

The Illinois City/County Management Association (ILCMA) is committed to fostering, cultivating and preserving a culture of diversity, equity, and inclusion where all board members, staff, volunteers, and members feel respected and valued regardless of race, ethnicity, gender identity, gender expression, sexual orientation, socio-economic status, age, physical/mental ability, religious, political, cultural beliefs, professional background, geographical region, other ideologies, or any other characteristic that would create implicit or explicit biases.

Developed by ILCMA DEI Committee

Defining Diversity, Equity and Inclusion

Diversity includes all the ways in which people differ, encompassing the different characteristics or dimensions that make one individual or group different from another.

Operationally, diversity encompasses acceptance and respect. It is understanding that each individual is unique, having individual differences that need to be recognized. These differences can encompass the dimensions of race, ethnicity, gender identity, gender expression, sexual orientation, socio-economic status, age, physical/mental ability, religious, political, cultural beliefs, professional background, geographical region or other ideologies.

Equity is the fair treatment, access, opportunity and advancement for everyone, while at the same time striving to identify and eliminate structural, institutional and systemic barriers that prevent full participation by/from individuals of marginalized groups.

Operationally, equity is the proportional distribution of desirable outcomes across groups. Sometimes confused with equality, equity refers to outcomes while equality connotes equal treatment. Where individuals or groups are dissimilarly situated, equal treatment may be insufficient for, or even detrimental to, equitable outcomes. More directly, equity is attained when an individual's race, gender, socio-economic status, sexual orientation, etc. does not determine, limit or enhance their educational, economic, or social opportunities.

Inclusion is the act of creating a sustainable culture that fosters belonging in which any individual or group feels welcomed, respected, supported, and valued as members, partners, volunteers and leaders. *Operationally, inclusion promotes broad engagement, shared participation and advances the authentic sense of belonging through safe, positive, and nurturing environments. Inclusion is about understanding each other and moving beyond simple tolerance to accepting and celebrating the rich dimensions of diversity contained within each individual. Inclusion is key to eliminating systemic inequality.*



Defining Diversity, Equity and Inclusion

ILCMA's philosophy on our goals to provide informed leadership for diversity, inclusion, and equity include:

- We will strive to incorporate diversity, equity and inclusion in accordance with our vision and mission.
- We commit to address inequities in our policies, programs, and services.
- We will update and document progress on our diversity, equity, and inclusion practices.
- We commit to being transparent about diversity in all our interactions.
- We will dedicate our time and resources to expand diversity within our board, leadership positions, committees, membership, award/scholarship nominees, vendors, sponsors, volunteers and speakers.
- We commit to attract and retain members from diverse backgrounds and foster inclusive and supportive environments.
- We commit to lead with respect and tolerance and we encourage all members to demonstrate this within our organization.
- We commit to promote and champion diversity, equity, and inclusion within the association, and among its members, participants and partners.
- We commit to have critical conversations that promote continuous reflection and integrate change.
- We commit to develop and apply a DEI framework that evaluates all programs and actions with a diversity, equity, and inclusion lens.

ILCMA's commitment to these values is unwavering. These values are central to our mission and to our collective professional impact.