

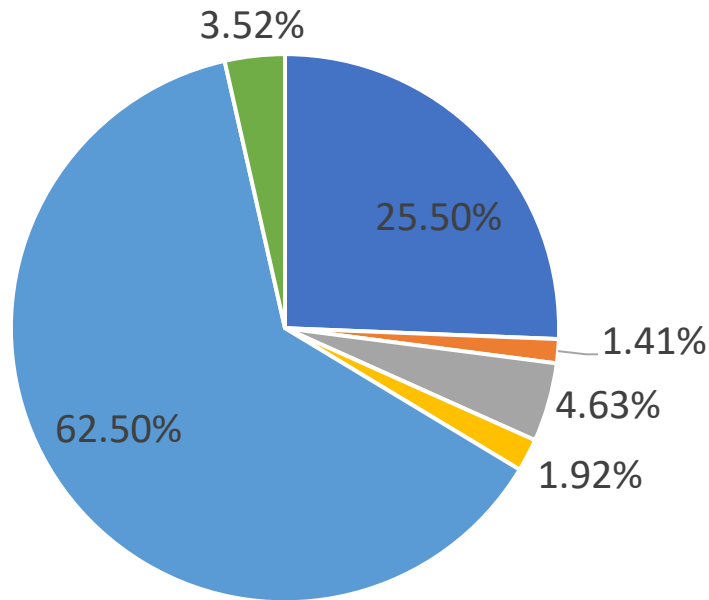
# Practical Aspects of DEI

Lincolnwood, Batavia, Carbondale and Champaign



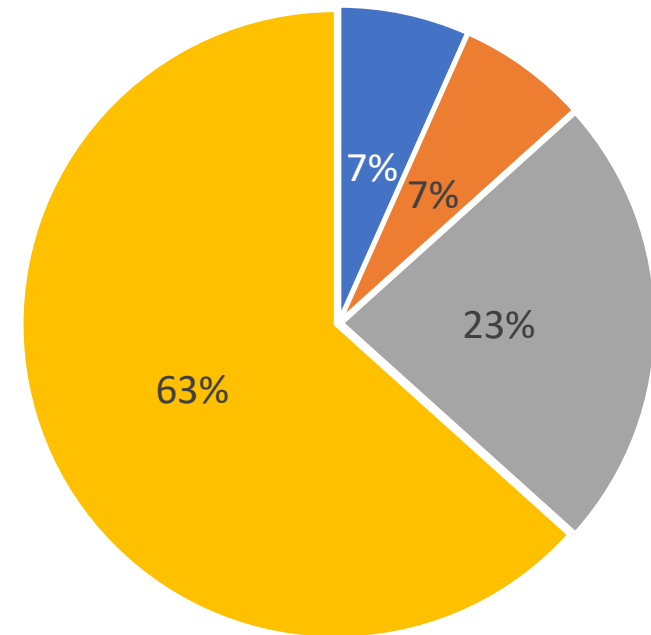
# Why DEI Is Important for the Village of Lincolnwood

Village of Lincolnwood Demographics



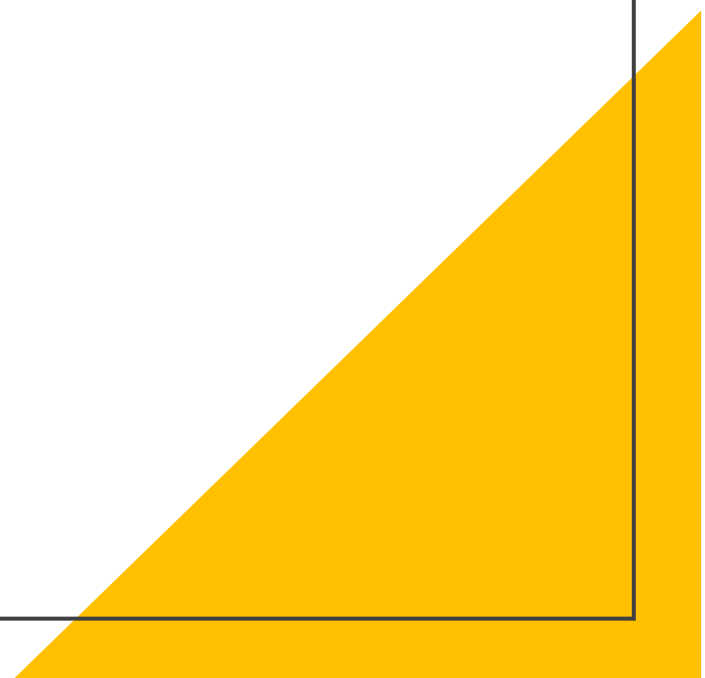
■ Asian ■ Black ■ White Hispanic ■ Hispanic ■ White ■ Multiracial

Lincolnwood Employee Demographics



■ Asian ■ Black ■ Hispanic ■ White

# How We Began our Journey

- In 2022, Diversity Equity and Inclusion was included within our Strategic Plan.
  - Collaboration with Community Partners
  - Having Internal Conversations with Staff
  - Assessing Opportunities for Programming
  - Making a Commitment to Training
- 
- A large yellow triangle is positioned in the bottom right corner of the slide, pointing towards the top right.

# DEI LORE Training

- Focus on Evaluating Decisions through a DEI Lense
- Building a Team and Institutional Policies and Structures that will stand the test of time.
- Pilot Project – Transition of the Multi-Cultural Task Force into a Village Commission



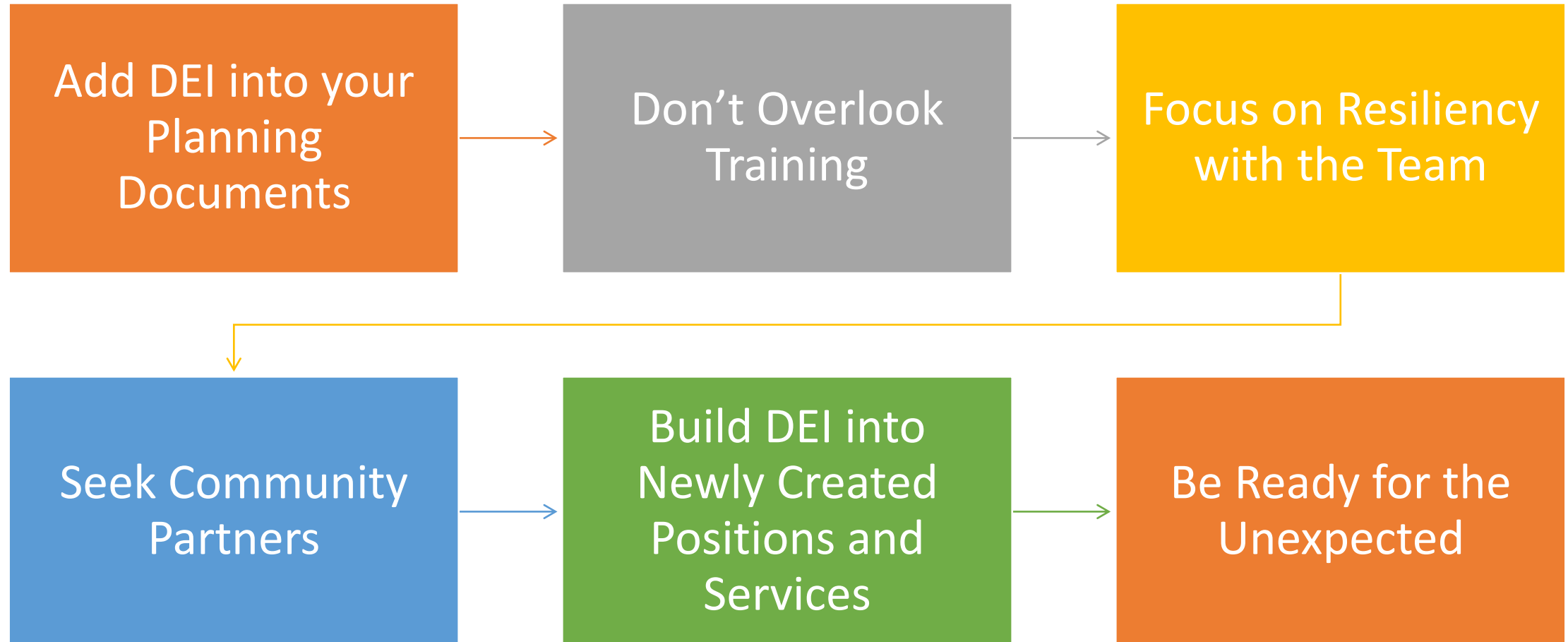


## Efforts to Promote DEI

- Held Implicit Bias Training with Frontline Staff and Supervisors
- Collaboration with the School District
- Created New Community Events Celebrating the Diversity of the Village
- Advertise the Community Survey in Multiple Languages
- Add DEI into Job Descriptions
- Created Succession Planning Training with Leadership and Mentorship

# Practical Steps to Take

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# DEI Goals

- Create a Village sponsored Commission focused on Diversity
- Hire a Consultant to assess institutional policies
- Internal expansion of DEI Program
- Further engage with the Community

# City of Batavia – Slowly but Mindfully Putting Lessons of DEI to Work



Laura Newman  
City Administrator



# Diversity is different for each organization



Rooted in different societies and sectors, each company will have their **unique take on DEI**



Each company will pursue a different **strategy and pace**



# “Putting Racism on the Table”

John A. Powell

- <https://youtu.be/ii4pLywfGnU?si=eqookbkEZTBuVJ1c>
- Discussions about racism require an understanding of how society, institutions, and culture perpetuate inequity. Powell frames these forces as “structural racialization,” or, in his words, “the set of practices, cultural norms, and institutional arrangements that are both reflective of and simultaneously help to create and maintain racialized outcomes in society.”





Racism is harmful to everyone, and  
thus we all have an interest in  
fighting it.



# Marc Perry

Executive Director, Community Action, Inc.

Beloit, WI



# Carbondale Demographics

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City population – 21,857

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61% White

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27% African American

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6% Asian

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6% Hispanic

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Home to SIU and students and faculty from over 100 countries

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Over 30 native languages spoken by students at CCHS

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# Carbondale Demographics

City Government – 251  
employees

80% White

16% African American

1% Hispanic

<1% Asian

2% 2 or more races

4 of 7 City Council  
members are African-  
American; first  
transgender  
Councilperson

# Carbondale DEI Efforts

- Formed a Human Relations Commission in 2003
- Hired first Diversity, Equity, and Inclusion Officer in 2018
- Developed new minority participation in contracts goals for City public works projects – 25% of combined labor force or 25% of total dollar amount of contract
- Signed a project labor agreement with building trades
- Appointed a Diversity and Inclusion Task Force to identify systemic racism in key institutions (education, healthcare, banking)
- Held community conversations moderated by African American leaders regarding notable books that address race and racism



# Carbondale DEI Efforts

- City Manager met with ALL minority and LGBTQ employees in small groups
- Finding Mentors for staff
- Police Chief created “5 on 5” program
- <https://www.youtube.com/watch?v=-VDWAI7Vmw>
- Aligned ARP awards to community organizations focused on minority neighborhoods

# Practical Aspects

- You can't start too early
- You have to be genuine
- Be comfortable being uncomfortable
- Use data to help drive change
- For some, your efforts will never be enough
- Systemic barriers are real

# Institutionalizing the Work

01

Moving from  
pilot to policy

02

Evolving with  
emerging and  
persistent  
community  
perspective

03

Shifting the  
organizational  
culture

04

Putting it into  
practice

05

Evaluating  
progress

# City of Champaign Highlights

Equity and Engagement  
Department

Champaign County  
Community Coalition

Municipal Equality Index (MEI)

Champaign Diversity  
Advancement Program (CDAP)

Community Gun Violence  
Reduction Blueprint (CGVRB)

1<sup>st</sup> Certified Welcoming  
Community in Illinois

# Thank You!

Lamar Jones

Assistant to the Village Manager

Village of Lincolnwood

Laura Newman

City Administrator

City of Batavia

Gary Williams

City Manager

City of Carbondale

Rachel Joy

Equity and Engagement Director / Chief Diversity Officer

City of Champaign