

WELCOME

Advisory Committee

Meeting #10

May 10, 2022



closed captioning is available



TECH TROUBLESHOOTING & ZOOM ETIQUETTE

IF YOU'RE HAVING TROUBLE:

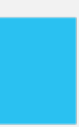
- Send a message to Ally Brisbin via chat
- Email Ally at ally@musecommunitydesign.com with the Subject Email: Zoom Troubleshooting
- If you experience lagging or skipping, use your computer to access video, while simultaneously dialing in by phone for the audio

ZOOM ETIQUETTE

- **RENAME YOURSELF:**
Right click on your face and rename yourself with your first and last name, the organization you represent (if applicable), and pronouns
- **USE YOUR VIDEO:**
We want to see your beautiful faces! And notice if you're yawning
- **MUTE YOUR MICROPHONE:**
To reduce background noise, make sure you're muted when you're not speaking
- **LIMIT DISTRACTIONS & AVOID MULTI-TASKING:**
Turn off notifications, close or minimize apps, and mute your smartphone

CONSENT + ICEBREAKER

*Use the chat to affirm your consent and
tell us the dish you bring to the summer cookout*



AGENDA

- **Welcome + Updates**
- **Presentation: Roadmap for Engagement and Implementation**
- **Presentation: Update on HREIA**
- **Breakout Activity: Civic + Community Engagement Policy Framework**
- **Closing + Next Steps**

WELCOME + UPDATES



THANK YOU!

115

VOLUNTEERS

25

COMMUNITY
PARTNERS

70+

COMMUNITY
EVENTS

29

ARTIST-
ORGANIZERS

76

ARTIST
ENGAGEMENTS

\$675K+

PAID IN
STIPENDS

3712

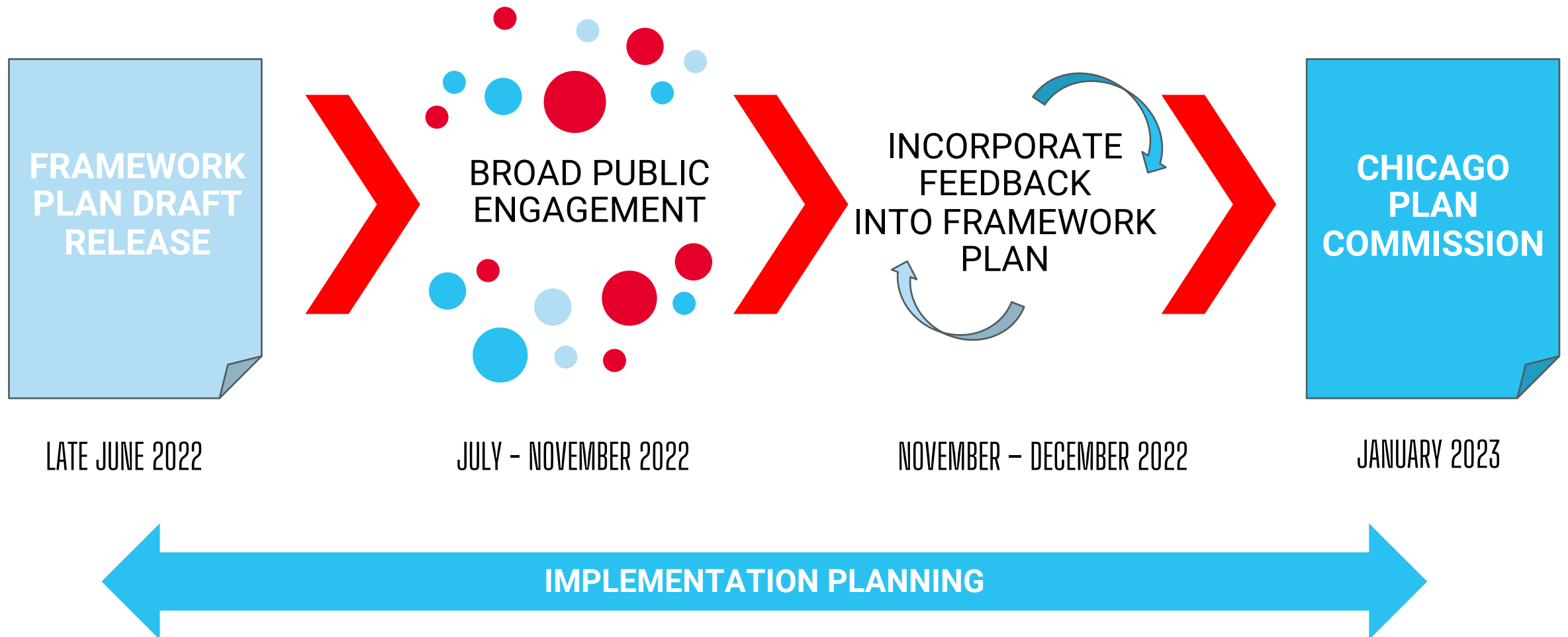
SURVEY
RESPONSES

100+

MEETING-IN-A-
BOX TRAINEES

ROADMAP: WHAT'S NEXT FOR WE WILL CHICAGO

WE WILL CHICAGO ROADMAP



WE WILL CHICAGO FRAMEWORK PLAN – PRINT DOCUMENT

MAKING THE PLAN

WE WILL CHICAGO PILLARS



RESOURCES & REFERENCE

MAKING THE PLAN

- Why, What is a Citywide Plan, Principles and themes
- Pre-planning and assembling the research teams
- Chicago planning context and historical acknowledgement
- Summary of public engagement pilots (Artists, Meeting-in-a-Box)

WE WILL CHICAGO PILLARS

- Introducing the 8 Pillars (*includes **Civic & Community Engagement** Pillar*)
 - Context & Driving Issues
 - **Goals**
 - Supporting Data & Graphics
 - **Objectives**

RESOURCES & REFERENCE

- Glossary
- List of collaborators

- *Pillar team members will review We Will Chicago drafts during Meeting #13 (June)*

WE WILL CHICAGO FRAMEWORK PLAN – ALL THE PRODUCTS

PLAN DOCUMENT	POLICY IDEAS	SUPPORTING CONTENT
<ul style="list-style-type: none">• Plan document lists and explains Goals & Objectives by Pillar• Maximizes intent of the Plan and basis of outreach to the broadest audience• Amended after broad engagement and then submitted to Chicago Plan Commission for adoption	<ul style="list-style-type: none">• Policy ideas will be presented on a website along with the goals and objectives text from the plan document• Web-version will be fully accessible and mobile-responsive• WeWillChicago.com will be used to gather public feedback and inform implementation.	<ul style="list-style-type: none">• All in-depth notes on implementation strategies, program ideas, and themes from the conversations and pillar google documents will be incorporated into a single supporting document.• Content will support future implementation work• Supporting content will also be posted on the website in PDF format.

- *Pillar team members will review final policies during Meeting #13 (June)*
- *Website will be published in advance of summer of engagement*

SUMMER ENGAGEMENT – WE WILL CHICAGO AMBASSADORS



- Pop-up engagement opportunities at summer and fall events
- Surveys and conversations to gather feedback on framework
- Swag and collateral to build excitement and awareness

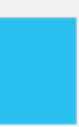
★ SUMMER ENGAGEMENT – FOCUS GROUPS



- Conversations focused on identities, experiences, issue areas and geographies that have been identified as content gaps in current draft policy framework
- Reach out to David if you are interested in participating in additional engagement opportunities. (david.king@cityofchicago.org)

ADDITIONAL SUMMER CONVERSATIONS:

- Meeting in a Box update with plan Goals and Objectives
- Panel conversations with Chicago Council on Global Affairs



2023 AND BEYOND – TOOLS AVAILABLE

- January 2023 – submit to Chicago Plan Commission for adoption
 - Planned Developments to be consistent with adopted plans
 - Plans to be consistent with We Will Chicago Framework Plan
 - DPD could develop checklists related to goals and objectives for applicants
- Intergovernmental agreements
 - Tracking and reporting collaboration
 - Regular public updates and engagement
- Tools to align budget submissions with WWC goals and objectives
- Policy ideas
 - Use of appropriate equity tool, incl. analysis of burdens and benefits
 - Implementation will look differently depending on context and specific policy idea
 - Department policy adoption
 - Individual policies could be refined for proposed ordinances



IMPLEMENTATION EXAMPLES

Policy ideas - Implementation will look differently depending on context and specific policy idea

- **Department policy adoption** – Example: Sustainable Development Policy initiated 2004 by DPD as the Green Roof requirement for planned development and projects receiving public funds.
 - Expanded several times to include additional requirements.
 - Updates are a departmental process and then published.
- **Individual policies could be refined for proposed ordinances** – Example: River edge setback was a policy for years prior to the passage of an ordinance in 1998. It built on an ordinance that required all developments within a 100 feet of the river to be a planned development.
 - Updates require passage of an ordinance.

UPDATE ON HREIA

Equity as an outcome

As an **outcome**, equity results in fair and just access to opportunity and resources that provide everyone the ability to thrive.

Acknowledging the present and historical inequality that persist in our society, equity is a future state we strive to create where identity and social status no longer predestine life outcomes.

Equity as a process

As a **process**, equity requires a new way of doing business: one that...

- (1) Prioritizes access and opportunities for groups who have the greatest need;
- (2) Methodically evaluates benefits and burdens produced by seemingly neutral systems and practices; and
- (3) Engages those most impacted by the problems we seek to address as experts in their own experiences, strategists in co-creating solutions, and evaluators of success.



How do we get to that more equitable future?

1. Build a culture of inclusion and diversity
2. Deepen our spectrum of engagement
3. Routinize equity impact analyses in our process and practice
4. Invest in our healing
5. Be accountable for equitable progress



Many equity tools are part of this effort

Updated California Strategic Growth Council Racial Equity Action Plan (2019-2022) August 2020

Action	Description	Lead	Timeline	Progress Update
NEW! EQUITABLE HIRING PRACTICES Establish equitable hiring best practices	<ol style="list-style-type: none">1. Track and report voluntarily-reported, organization-wide demographics2. Develop language about equity and inclusion and incorporate in job postings and duty statements3. Advertise job postings to diverse networks (e.g., community organizations, community colleges, etc.)4. Require leadership and hiring managers to be trained on issues of diversity and implicit bias in hiring5. Remove personally identifying information from applications6. Require diverse gender/racial representation on hiring panels7. Include equity and inclusion questions in interviews	Human Resources and Hiring Managers	May 2019 Start	Complete

Racial Equity Action Plans



Racial Equity Impact Assessments

OUTCOME:

What is the desired outcome? How does this build on community plans and existing assets? Does the outcome begin to repair a past or ongoing harm or inequity?

COMMUNITY ENGAGEMENT:

How have communities been engaged? Are there opportunities to expand engagement?

DATA:

What does the data tell us about current conditions and trends?

BENEFIT/BURDEN:

Who will benefit (and not) from this policy? (i.e. specific identities/communities, such as race, disability, gender, etc.) What are strategies for advancing racial equity and mitigating unintended consequences?

IMPLEMENTATION:

What might implementation of this look like? Who would be the lead? What policy levers* may be pulled? What needs to be in place to achieve this?

ACCOUNTABILITY & ENGAGEMENT:

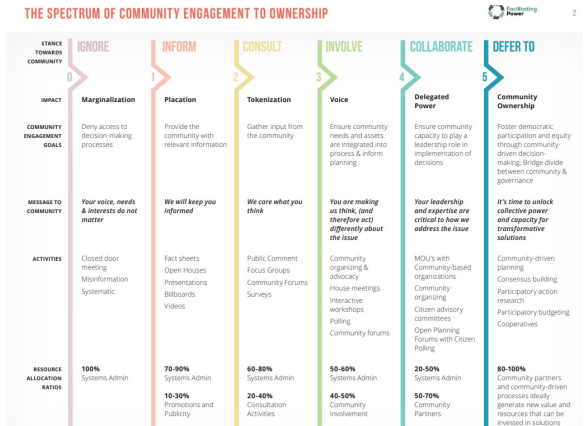
How can the City ensure accountability in implementing this policy? Metrics? Further engagement and communications?

HEALTH & ENVIRONMENTAL IMPACTS:

What are the anticipated benefits and harms? How do you plan to minimize harms and maximize benefits?

CONSIDER **SHORT-TERM** AND **LONG-TERM** POLICIES
symptom relief vs. structural change

Using an Equity "Lens" in analysis



Spectrum of Community Engagement

**City of Chicago
Budget Equity Tool FY22**

The budget is a document that reflects the values and priorities of the City. As such, it presents an opportunity to demonstrate our values of equity and inclusion. Whether Department budgets are increasing, decreasing, or staying flat, there is always an opportunity to further align resources with our efforts to produce more fairness in our services, resources, and opportunities.

For FY22, the City of Chicago Budget Equity Tool is comprised of three parts, 1) the Budget Equity Guide, 2) the Budget Equity Analysis, and 3) the Racial Equity Goal Summary.

To complete, please follow the instructions:

1. Each Department will complete and submit the information requested in this form.
2. Once complete, please submit via Sharepoint by July 16.
 - a. **Reminder:** Please use the following title for draft submission "(Department Name) Budget Equity Draft" (for example "DOH Budget Equity Draft").
3. After submission, you will get written feedback from the Office of Equity and Racial Justice and/or Budget by July 30.
4. Please review, edit, and resubmit by August 6.
 - a. **Reminder:** Please use the following title for final submission "(Department Name) Budget Equity Submission_Final" (for example "DOH Budget Equity Final").
5. For reference, please use the deck shared by the Office of Equity and Racial Justice on June 17. If you have questions, please reach out to Lauren Burdette at lauren.burdette@cityofchicago.org.

Overview	
Department Name	Click or tap here to enter text.
Name of the person completing this form	Click or tap here to enter text.
Email Address	Click or tap here to enter text.
Phone Number	Click or tap here to enter text.
Did other team members help you complete this form? If so, please list their names here.	Click or tap here to enter text.

Budget Equity Tools

★ Two examples of tools from DOH



The Qualified Allocation Plan investments was a great policy to conduct a Racial Equity Impact Assessment

- Clear, definable policy to analyze
- Significant impact – single biggest source for affordable rental units
- Time (almost a year) to conduct the analysis before funding decisions needed to be made
- Resources, both city staff capacity and funding [Chicago United for Equity Fellow, external and internal support]

Emergency Rental Assistance Program (ERAP)



ERAP was funding from the federal government to prevent evictions during the pandemic.

- Did not have time to do an REIA – needed to get the money out as quickly as possible
- Doesn't mean they didn't use an equity lens: Prioritized outreach to vulnerable populations, designed a low-barrier application, and prioritized applicants by lowest income first

★ We think the GARE Racial Equity Analysis Tool makes sense for this phase

Key questions below

- What are the racial equity impacts of this particular decision?
- Who will benefit from or be burdened by the particular decision?
- Are there strategies to mitigate the unintended consequences?
- *How have the community members most impacted by this policy been engaged or how will they be engaged?



★ QUESTIONS TO CONSIDER WHEN REFINING POLICY

OUTCOME:

What is the desired outcome? How does this build on community plans and existing assets? Does the outcome begin to repair a past or ongoing harm or inequity?

COMMUNITY ENGAGEMENT:

How have communities been engaged? Are there opportunities to expand engagement?

DATA:

What does the data tell us about current conditions and trends?

BENEFIT/BURDEN:

Who will benefit (and not) from this policy? (i.e. specific identities/communities, such as race, disability, gender, etc.) What are strategies for advancing racial equity and mitigating unintended consequences?

IMPLEMENTATION:

What might implementation of this look like? Who would be the lead? What policy levers* may be pulled? What needs to be in place to achieve this?

ACCOUNTABILITY & ENGAGEMENT:

How can the City ensure accountability in implementing this policy? Metrics? Further engagement and communications?

HEALTH & ENVIRONMENTAL IMPACTS:

What are the anticipated benefits and harms? How do you plan to minimize harms and maximize benefits?

CONSIDER

SHORT-TERM

AND

LONG-TERM

POLICIES

symptom relief

vs.

structural change

★ Tools alone do not make racial equity. System change is long and multifaceted.

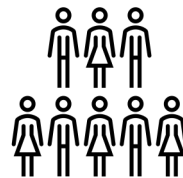


Equity and Racial Justice Cohorts

 **RACIAL EQUITY RAPID RESPONSE**

 **CSCC**
Community Safety Coordination Center

Piloting new partnerships



Formalizing and staffing teams

City of Chicago
Budget Equity Tool FY22

The Budget Equity Tool is a resource for the Department of Public Health (DPH) to use in the process of developing the Department's budget. It is designed to help the Department identify areas where equity and inclusion are important, and to provide a framework for the Department to develop and implement equity and inclusion strategies.

For FY22, the City of Chicago Budget Equity Tool is composed of three parts: 1) the Budget Equity Survey, 2) the Budget Equity Analysis, and 3) the Budget Equity Action Plan.

To complete, please follow the instructions:

1. Each Department will complete and submit the information requested in this form.
2. Once complete, please submit via Transmittal to: [t.hill@cityofchicago.org](#).
3. **Deadline:** Please submit the completed form by the following date: **September 15, 2021**.
4. After submission, you will get an email from the Office of Equity and Racial Justice and/or Budgetary Services.
5. Please review, edit, and resubmit by August 6.
6. **Deadline:** Please use the following date for the submission: **August 6, 2021**.
7. The information entered will be shared with the Office of Equity and Racial Justice and/or Budgetary Services.
8. If you have questions, please reach out to Lauren Burdette at [lauren.burdette@cityofchicago.org](#).

Overview	
Department Name	<input type="text"/>
Name of the person completing this form	<input type="text"/>
Phone Number	<input type="text"/>
Email Address	<input type="text"/>
Do other team members help you complete this report? If so, please list their support here:	<input type="text"/>

Building and refining new equity tools

★ Our CWB Focus Areas Various models of local, democratic, and shared ownership and control

	 Industrial Manufacturing	 Home Ownership	 Land Stewardship	 Commercial Real Estate
Food & Beverage	Business Ownership			
Cannabis	Worker Cooperative Employee Stock Ownership Plan (ESOP); Steward Ownership	Limited Equity Housing Co-Op	Community Land Trust; REIT / REIC Land Banks Urban Gardens	Community Investment Vehicles
Service Sector				Community-Owned Shopping Centers

Supporting key transformational policies



Year of Healing

So what's next?

- We will apply an equity analysis tool to a selection of the policy proposals suggested by the pillar teams to provide guidance/case studies for the We Will plan. Two goals:
 1. Build skills and experience for City stakeholders for using this analysis tool
 2. Targeted community engagement strategy with residents who will be impacted by a specific policy who have not yet been engaged
- Output: write-ups available on the WWC website & plan
- We welcome any of you who are interested in helping us design the process to email lauren.burdette@cityofchicago.org

CIVIC + COMMUNITY ENGAGEMENT POLICY FRAMEWORK



CIVIC + COMMUNITY ENGAGEMENT POLICY FRAMEWORK

Goal 1: Build deeper and more effective civic infrastructure to enable Chicagoans to improve their lives and neighborhoods

Goal 2: Increase public access and participation in civic and democratic processes

Goal 3: Improve government transparency and Chicagoans' access to data

Goal 4: Eliminate barriers to accessing City services and supports

Goal 5: Ensure equity, community engagement, and historical reckoning drive public decision-making



CIVIC + COMMUNITY ENGAGEMENT POLICY FRAMEWORK

Goal 1: Build deeper and more effective civic infrastructure to enable Chicagoans to improve their lives and neighborhoods

Objective 1.1 **Create stronger, proactive, long-term partnerships with community organizations, block clubs, and other coalitions to increase engagement.**

Objective 1.2 **Support and encourage more inclusive and creative community engagement across City departments and sister agencies**



CIVIC + COMMUNITY ENGAGEMENT POLICY FRAMEWORK

Goal 2: Increase public access and participation in civic and democratic processes

Objective 2.1 Ensure equitable access to virtual and in-person public meetings and processes across City departments and agencies

Objective 2.2 Increase equitable representation and participation in government and democratic processes

Objective 2.3 Welcome new immigrants and strengthen Chicago's leadership as a sanctuary city



CIVIC + COMMUNITY ENGAGEMENT POLICY FRAMEWORK

Goal 3: Improve government transparency and Chicagoans' access to data

Objective 3.1 Improve and modernize City data collection, aggregation, and distribution systems to develop a best-in-the-world practice of affirmative and automated release of data and records

Objective 3.2 Ensure equitable access to data for all Chicagoans

Objective 3.3 Make it easier for Chicagoans to understand and participate in City Council, committee, and other public body processes



CIVIC + COMMUNITY ENGAGEMENT POLICY FRAMEWORK

Goal 4: Eliminate barriers to accessing City services and supports

Objective 4.1 Make city processes touching residents, workers, visitors, and businesses more streamlined and accessible

Objective 4.2 Protect and provide resources to support residents who are often excluded from safety net benefits and other services



CIVIC + COMMUNITY ENGAGEMENT POLICY FRAMEWORK

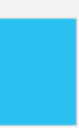
Goal 5: Ensure equity, community engagement, and historical reckoning drive public decision-making

Objective 5.1 **Establish standards and structures for community-driven decision-making**

Objective 5.2 **Educate City officials and staff about equity and racial justice**

Objective 5.3 **Integrate health, racial equity and climate impact tools and analysis into policymaking and planning**

Objective 5.4 **Support ongoing truth, reconciliation, and healing efforts**



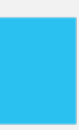
PRACTICES FOR EQUITY-ORIENTED POLICY

Historical context: *Achieving racial equity requires acknowledging history and the context of our present.*

Community input: *Communities most impacted must be meaningfully involved in the process.*

Racial equity explicit policies: *Write policies that treat communities equitably rather than equally.*

Language strength and clarity: *Use clear and specific language. Policies that are straightforward, enforceable, and account for racial inequities advance racial equity.*



QUESTIONS TO CONSIDER WHEN REFINING POLICY

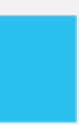
OUTCOME:

- *What is the desired outcome?*
- *How does this build on existing community plans or assets?*
- *Does the outcome begin to repair a past or ongoing harm or inequity?*

BENEFIT/BURDEN:

- *Who will benefit (and not) from this policy?*
- *What are strategies for advancing racial equity and mitigating unintended consequences?*

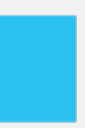
BREAKOUT ACTIVITY



QUESTIONS FOR REFLECTION

What is unclear about this policy?

What needs to be refined or enhanced?

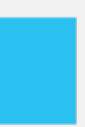


REPORT OUT

Did your group identify any remaining content gaps or areas of concern?

Did you notice any themes or commonalities about areas that needed clarifying?

NEXT STEPS



NEXT STEPS

Comments open on Pillar framework Google Doc through
Monday, May 16, noon

June 28: Final meeting with entire We Will Chicago team
Draft We Will Chicago Framework Plan Release