

City of Chicago RACIAL EQUITY ACTION PLAN

Under the City of Chicago's Municipal Code (Ch. 2-4-100), all City of Chicago departments must create and maintain Racial Equity Action Plans (REAPs) "to articulate and guide strategy aimed at advancing equity and making it a permanent pillar in all departmental workstreams." Progress on all REAPs are accounted for annually as a part of the City of Chicago's budget process. This document outlines the components of the REAP and ensures that all strategies are aligned to Chicago's citywide vision: ***All people and all communities have power, are free from oppression, and are strengthened by equitable access to resources, environments, and opportunities that promote optimal health and well-being. (HC2025)***



THE CITY OF CHICAGO'S DEFINITION OF EQUITY

Equity is both an outcome and a process:

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.

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.
- (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.

Further, our focus is on evaluating our own strategies, interventions and resources in a way that prioritizes those who are most negatively impacted by current policies, procedures & practices.

Racial equity focuses on the social construction of race and how it has been used (historically and presently) to unjustly distribute opportunity and resources based on a person's skin color, heritage, ethnicity, and/or national origin. Advancing racial equity requires an analysis of systemic racism inclusive of the ways harm is created at the individual, interpersonal, institutional, and structural levels. It also requires a commitment to dismantling systems that perpetuate racialized outcomes and rebuild systems that produce systemic inclusion.



The coordination of the development and implementation of City of Chicago REAPs is led by the Office of Equity and Racial Justice. For more information about REAPs and/or the work of the office visit www.chicago.gov/equity.



RACIAL EQUITY ACTION PLAN

The City of Chicago's Vision: All people and all communities have power, are free from oppression, and are strengthened by equitable access to resources, environments, and opportunities that promote optimal health and well-being. (HC2025 Vision)

1. Environment, Climate, & Energy

Citywide Desired Result

All Chicagoans breathe the air free from pollutants and have resilient and sustainable communities.☑

Community indicators:

What data can you examine to understand the status of the citywide desired result?

Air quality maps, maps showing high rates of asthma, COPD, and other respiratory illnesses, maps of buildings/businesses polluting the air, maps of the City's garages, and maps of the City facilities. Comparing communities with high levels of pollution to overall health and well-being data.

Define the Problem

Identify the problem creating barriers to advancing the citywide goal.

Be explicit about which populations or communities you need to focus on. Consider who is most negatively impacted and most marginalized on the issue.

The problem is that the City of Chicago is currently ranked as the 18th most polluted city in the nation. The situation has gotten worse since 2018, where the City was ranked 22nd. If we do not start working towards fixing this issue, our numbers will only get worse and with that our health. Many years of structural racism and political decision have created communities of color and lower-income that are lackign resources, parks and open space, and where polluting factories, highways and major roadways were built resulting in very poor air quality. According to the Chicago Health Atlas, the communities of color have the highest levels of respiratory illness and are also areas of low-income.

Identify Root Cause(s)

What is contributing to the problem?

How has systemic and structural racism shaped historical and current events related to the problem?

Poor air quality in communities of color is attributed to the neighborhoods being in close vicinity to factories, industrial corridors, highways, and major transportation thoroughfares. Lack of outdoor public spaces like parks as well as lack of investment in energy-efficient buildings. Data shows over the years, the amount of vehicles on the road has increased exponentially; since 2012, there has been an increase of over 41 million vehicles in the U.S. This has caused a huge increase in pollution, not only from vehicles emitting emission gases but also the demand for gas has increased facilities to produce more fuel. The lack of investment in parks and open space in these communities, which also have high poverty levels, doesn't allow for the trees and landscape to offset the air pollution generated by factories of vehicles using these industrial and transportation corridors.

Define the Opportunity

Identify opportunities for your department to advance the citywide goal.

The main opportunity we are currently focusing on would be preparing the City's fleet to go Electric in addition to vehicles with lower carbon emissions for deployment, especially in communities with high rates of respiratory illness. If we are able to successfully move forward on this journey, it will allow us not only to lower pollution but also lessen respiratory illnesses. Having the data to back it up will, in turn, open more opportunities to continue to push forward on an emission-free journey for the whole City and for others to follow in our footsteps. AIS is working on additional measures to reduce the carbon footprint of City facilities. Using LED light fixtures and updating additional measures can also be implemented to reduce emissions in our City facilities, including LED light bulbs, replacing old generators with newer energy-efficient models, and updating our BAS systems will help reduce air pollution. Focusing on making these updates in communities of color that have the highest levels of respiratory illness should be a priority. Developing a strategy to implement the Climate Action Plan for the City of Chicago within all Bureaus of AIS is another critical priority.

Be explicit about which populations or communities you need to focus on. Consider who is most negatively impacted and most marginalized on the issue.

Data shows communities of color have higher levels of pollution and less access to green space and parks. Higher levels of respiratory illness are caused by unhealthy environments. By deploying low-carbon emission and electric City vehicles to communities of color when performing city services, the air quality will be improved, and we will see a reduction in respiratory illness rates.

<p>Department Strategy <i>What are the department's overarching strategies to advance equity for this priority area?</i></p> <p>Actions <i>What action will the department take to enact each strategy?</i></p>	<p>Timeline <i>By when will the department achieve this?</i></p>	<p>Performance Measures <i>How will the department know if it achieved its goal? Identify metrics that will indicate success (e.g. staff composition and # of organizations served).</i></p>	<p>Implementation Plan <i>What specific steps will the department take to carry out each action? Identify necessary stakeholders to advance this action e.g. internal department divisions/bureaus, other government departments/agencies, community organizations, etc.</i></p>	<p>Status <i>Departments will report the status of each action annually at budget time.</i></p>
<p>A. Department Strategy: Buildings- Improve energy efficiency for city facilities to reduce air pollution</p>				
<p>Action #1: Replace old in efficient emergency generators</p>		<p>track all 150kW are replaced with 200kW (301 amps) generators</p>	<p>Establish a schedule to do all the work associated with disconnecting feeds and connections, verify appropriate concrete pads and foundations are and coordination with Com Ed as necessary</p>	
<p>Action #2 : Provide new partial BAS system for RTU's 4 and 5</p>		<p>create a list of locations that need this, schedule work and keep track of completed locations.</p>	<p>Establish a schedule to do the work in order of priority, establishing locations in communities with higher respiratory illness are identify and completed first.</p>	

Action #3: Remove and replace all existing fluorescent light fixtures in the maintenance shop.		Establish a project task to work with a vendor to assist with scheduling and tracking improvements.		
B. Department Strategy: Moving to a pollution free Fleet				
Action #1: Install EV charging stations throughout the City to support and promote use.		Track number of EV charging stations being installed and grow the number quarterly until there are enough to accommodate the Fleet	Develop a strategy to installation of EV charging stations throughout the City and monitor schedule.	

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2. Transportation & Infrastructure

Citywide Desired Result:

All Chicagoans have a safe multi-modal transportation system and broadband access.

Community indicators:

What data can you examine to understand the status of the citywide desired result?

Air quality maps, maps showing high rates of asthma, COPD, and other respiratory illnesses, maps of buildings/businesses polluting the air, maps of the City's garages, and maps of the City facilities. Comparing communities with high levels of pollution to overall health and well-being data. Fueling data and also pollution charts.

Define the Problem

Identify the problem creating barriers to advancing the citywide goal.

Many years of structural racism and political decisions have created communities of color with fewer resources, such as parks and open space, and where polluting factories, highways, and major roadways were built, resulting in poor air quality. These communities have the highest levels of respiratory illness.

Be explicit about which populations or communities you need to focus on. Consider who is most negatively impacted and most marginalized on the issue.

The main communities to focus on would be the ones with the highest rates of respiratory illness and pollution numbers. In addition, the installation of EV charging stations will advance the goal by making it easier to charge the City's Fleet.

Identify Root Cause(s)

What is contributing to the problem?

How has systemic and structural racism shaped historical and current events related to the problem?

Poor air quality in communities of color is attributed to the neighborhoods being in close vicinity to factories, industrial corridors, highways, and major transportation thoroughfares. Lack of outdoor public spaces like parks as well as lack of investment in energy-efficient buildings. Data shows over the years, the amount of vehicles on the road has increased exponentially; since 2012, there has been an increase of over 41 million vehicles in the U.S. This has caused a huge increase in pollution, not only from vehicles emitting emission gases but also the demand for gas has increased facilities to produce more fuel. The lack of investment in parks and open space in these communities, which also have high poverty levels, doesn't allow for the trees and landscape to offset the air pollution generated by factories of vehicles using these industrial and transportation corridors.

Define the Opportunity

Identify opportunities for your department to advance the citywide goal.

AIS can leverage federal and state funding to increase the fleet to a variety of low-emission vehicles since there are options. AIS can continue to monitor the effectiveness of these vehicles and determine which options are best for various tasks. For example, natural gas garbage trucks might be more effective than electric. Upon review and study of the various equipment effectiveness, AIS can determine which is best for the variety of different vehicles needed in the Fleet. The main opportunity would be to be able to get the City fleet to be pollution free. As future vehicles are purchases, Fleet will know which vehicles are most effective.

Department Strategy <i>What are the department's overarching strategies to advance equity for this focus area?</i> Actions <i>What action will the department take to enact each strategy?</i>	Timeline <i>By when will the department achieve this?</i>	Performance Measures <i>How will the department know if it achieved its goal? Identify metrics that will indicate success. (e.g. staff composition and # of organizations served)</i>	Implementation Plan <i>What specific steps will the department take to carry out each action? Identify necessary stakeholders to advance this action e.g. internal department divisions/bureaus, other government departments/agencies, community organizations, etc.</i>	Status <i>Departments will report the status of each action annually at budget time.</i>
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A. Department Strategy: Move to a pollution free City fleet

Action #1: Purchasing electric vehicle and charging stations units listing funding sources	Currently in progress Phase I (182 Vehicles and 182 charging stations) targeted for deployment by 12/31/23.	Amount of low carbon, alternate fuel, and/or electric vehicles received, amount of charging units installed, amount of CO2 emissions reduced in target areas.	Communicating with each department(CDOT, Finance, Streets & Sanitation, COPA, Library, BACP, OPSA) to see where the charging station best fits on their property. Informing Facilities and ComED about the locations in which they can install the chargers. Having either Facilities or CDOT coordinate the construction portion for the first wave of units.	
Action #2: Partnership with community groups about project	Currently in progress	Engage with the community to establish mutually beneficial partnerships	Select locations that can be shared by both city vehicles and the public.	
Action #3: Partnership with departments identifying locations for chargers and vehicles	Currently in progress	Collecting data on how many EVs are on the road. As well as charging consumption and pollution charts.	Work with departments to identify parking locations that can accommodate chargers and deployments that can accommodate electric vehicles. Install chargers where these abilities intersect.	
Action #4: Provide any contracting or employment opportunities.	Currently in progress	Number of people within the community that obtain contracting and subcontracting opportunities.	Department of Procurement Services will oversee the contracting opportunities for the project.	

<p>Action #5: Installed by facilities / vendors</p>	<p>Currently in progress</p>	<p>By installing chargers that meet the demands of the vehicle being used at that specific location. In turn, lessening poor air quality in that sector.</p>	<p>Work with Facilities to develop load letters for each site and "scope of work" documentation to present to ComEd. This will give us the information needed to structure power at any given site to ensure we have enough output for the charging stations.</p>	
<p>Action #6: Designated Public Partnership charging stations.</p>		<p>Designate Private companies that will collaborate on shared charging arrangements</p>	<p>Discuss with Assetworks on how to separate the City vehicle information from the public side. Talk to specific locations to see if there is space for the public to charge their vehicles (limited allowed parking). Develop chargeback process (if any).</p>	

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3. CONTRACTING

Citywide Desired Result

All Chicagoans benefit from and can participate in economic business with the City of Chicago.

Community indicators:

What data can you examine to understand the status of the citywide desired result?

During our community outreach with NAACP discussing low-emission vehicles and the installation of charging stations, we were asked specifically about possible contracting opportunities. Looking at our projects in the Department with the Bureau of Architecture, Engineering & Construction and in collaboration with DPS, opportunities for Small and Middle Size Business Initiative program participants could be eligible for numerous projects in the Capital Improvement Program.

Define the Problem

Identify the problem creating barriers to advancing the citywide goal.

Many AIS contracts are dominated by large-scale firms with minimal MBE and WBE goals. AIS manages a wide variety of contracts pertaining to the management of City facilities and the fleet. Typically, small to middle size businesses face more barriers to being competitive for large-scale city contracts. The Small Business Initiative "SBI" and Middle-Size Business Initiative "MBI" program was created by DPS to allow more minority-owned and smaller firms the opportunity to bid on smaller-scale projects without interruption from larger firms with the capacity to outbid firms because of experience or great available capital.

Identify Root Cause(s)

What is contributing to the problem?

Larger scale firms have historically been able to dominate the bidding process because of their experience and access to resources SBI, MBI, MBE, and WBE have not been able to access. The bidding process requires a significant amount of time and also extensive documentation. The process can seem overwhelming for smaller firms that don't have the resources to prepare public relations documents needed to bid on City contracts.

How has systemic and structural racism shaped historical and current events related to the problem?

Larger scale firms are predominately white, male-owned, and they have continued to outbid smaller, minority, and women-owned firms who have missed out on opportunities to gain experience and build business relationships for future work.

Define the Opportunity

Identify opportunities for your department to advance the citywide goal.

To advance the citywide desired result of improved economic opportunity for minority-owned design, engineering, and construction contracts for capital improvement projects on City facilities, AIS seeks to increase participation in existing DPS programs. The Bureau of AEC has a substantial Capital Improvement Plan scheduled for 2023-2024, which includes smaller-scale projects that SBI and MBI firms could successfully bid. Additionally, MBE and WBE opportunities are included in the Capital Improvement Plan projects. MBE WBE firms can also bid on these projects or partner with other small or middle size businesses to be more competitive.

Be explicit about which populations or communities you need to focus on. Consider who is most negatively impacted and most marginalized on the issue.

AIS will prioritize SBI and MBI firms and MBE and WBE firms. AIS can also gear some of these projects to smaller firms and request larger MBE and WBE goals from DPS as well as request that MBE or WBE firms are the prime contractors.

Department Strategy <i>What are the department's overarching strategies to advance equity for this priority area?</i> Actions <i>What action will the department take to enact each strategy?</i>	Timeline <i>By when will the department achieve this?</i>	Performance Measures <i>How will the department know if it achieved its goal? Identify metrics that will indicate success. (e.g. staff composition and # of organizations served)</i>	Implementation Plan <i>What specific steps will the department take to carry out each action? Identify necessary stakeholders to advance this action, e.g., internal department divisions/bureaus, other government departments/agencies, community organizations, etc.</i>	Status <i>Departments will report the status of each action annually at budget time.</i>
A. Department Strategy:				
Bid out CIP projects within thresholds established for SBI-I, SBI-II or MBI firms to be awarded contracts in 2023-2024.	2024	Track all CIP projects that are bid and how many SBI-I, SBI-II and MBI firms are awarded contracts.	Coordination with DPS on outreach to SBI-I, SBI-II and MBI firms for their awareness of the opportunities to participate in the CPI projects.	
B. Department Strategy:				
AIS should work internally to create a task force to identify opportunities within AIS' future contracts. Identify what obstacles discourage MBE or WBE firms from considering bidding and what resources the city should make available to help overcome the obstacles. Ultimately, AIS' task force would report findings to DPS for consideration.	2023	Quarterly reports on progress	Internal department with impacted bureaus, Finance & Administration, AEC, Facilities and Fleet should have active representatives identify obstacles and possible solutions.	