

City of Chicago RACIAL EQUITY ACTION PLAN

Department of Family and Support Services (DFSS)

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.



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) 



Citywide Priority Area & Desired Result:

PUBLIC HEALTH

& SERVICES: All Chicagoans are healthy and benefit from a full range of health and human services.

Indicators Examined:

Community Data

Chicago demographic information, re-entry statistics related to job placement, education, health*

Program/Department Data

Reentry data, workforce enrollment data for 2022 by race, age, disability status, education*

*See Appendix for more information

Community Feedback and Narratives

The Department of Family and Support Services released a pilot outreach survey on re-entry services in February 2023, which was designed to gather information about returning residents, including the needs they had upon returning to community, which needs were met and which were not, how they were connected to services, and demographic information.

- We received 93 responses, 17 of whom self-identified as system-impacted individuals.
- All but 2 of the 17 respondents were over the age of 55; 11 of 14 who gender-identified as male.
- The most common services needed were: transportation, mental health services, financial assistance, and job-seeking assistance.
- The most common services received were: connections to public benefits, transportation, legal assistance, access to food or groceries, and clothing.
- Over half of service connections happened through a community-based organization.
- The largest disparities between services requested and services received were: mental health services, financial assistance, transportation, and support with addressing violence
- 6 of 10 respondents said they or a household member experienced difficulties getting hired or keeping a job.
- 5 of 12 of respondents said they or a household member was unable to find a job that paid a livable wage, and 3 of 12 were able to find a job that paid a livable wage. The remaining respondents (4) were unsure.

Define the Problem

Returning residents in Chicago (the majority of whom are members of a minority group, predominantly Black or African American) struggle to find,

secure, and maintain entry-level jobs. Education, training, and apprenticeships are provided to returning residents to equip them with a skillset to support their success in a new job setting. Upon completion of training, returning residents do not always have a clear pathway to employment, which leads to future barriers to obtaining and retaining a quality job with a livable wage, as well as accessing healthcare and other resources essential to thrive.

Identify Root Causes to the Problem

There is a lack of employer buy-in with hiring returning residents. This is due to multiple factors, including but not limited to a lack of familiarity/education about employing returning residents and stereotypes and/or false perceptions of returning citizens that can be rooted in implicit bias and structural racism. In addition, employers may have outdated background check policies (e.g., drug convictions) and a lack of Human Resources policies related to returning residents. Individuals may benefit from additional mentoring and case management, peer support, and other tangible resources.

Define Your Department's Opportunity

As one of the largest human services agencies in the Chicago area, DFSS funds programming that includes four Re-Entry Centers that support returning residents across the city. DFSS is positioned to build upon existing resident supports to ensure equitable access and opportunity. DFSS has identified that there is a service gap on the west side of Chicago, and so the workforce division is working to address that gap by adding/expanding re-entry services to the west side.

RACIAL EQUITY ACTION PLAN: Priority #1

Our department will advance the following strategies:

1. Department Strategy: According to pilot survey data, most returning residents heard about re-entry support services through community-based organizations. DFSS can strengthen those partnerships to address disparities in the services needed vs services obtained.

Measures of Impact: Residents connected to services, stronger community partnerships.

Actions	Implementation Plan	Timeline	Status
<p>1.1: Using available resources - along with new and existing relationships - strengthen DFSS's and our delegate agencies' relationships with IDOC and CCJ to prepare returning residents before they arrive back in Chicago and get connected to the services they need.</p>	<p>There is always room to grow when it comes to how we can best show up for our returning residents. While our public engagement shows that most are turning to community organizations for support, it's important to connect individuals to services as early in the process as possible. DFSS will continue to build upon relationships with IDOC and CCJ that have been years in the making. Staff will continue to meet with these organizations to look for additional ways to refer clients to services and workforce opportunities pre-release or immediately after release to ensure a smooth transition. This will include monthly meetings, as well as monthly opportunities for delegate engagement.</p>	<p>Ongoing. Implementation has begun. The goal is to define referral pathways with CCJ by June 1st, 2023 and IDOC by July 1st, 2023.</p>	

<p>1.2: Strengthen existing referral pathways with external partners to provide most - needed services, including Childcare (e.g. Illinois Action for Children), food (e.g. the Chicago Food Depository), and jobs. Create a plan and tempo for updating referral resource list regularly. Leverage 2-1-1 partnership with United Way to ensure comprehensive list of referrals to support services can be accessed through that tool.</p>	<p>DFSS staff will undertake outreach to strengthen existing partnerships and re-affirm referral pathways, especially for services that are in high-demand, according to the data. Staff will create a strategy and tempo for updating resource list two times per year. Update and distribute a comprehensive list of resources and community partners. Biannually update resource list and distribute to stakeholders.</p>	<p>May-23</p>	
<p>1.3: Establish relationships with new service partners for high-demand services, including legal services, medical and dental care (e.g. Howard Brown), and long-term housing.</p> <p>1.4: Utilize data on where returning residents settle in the city to enhance service availability in the community areas where most returning residents are living, so that services are more accessible.</p>	<p>In terms of new relationships, the division is currently researching the providers that connect residents to high-demand services. Staff will connect with available resources in community areas of highest need and add to the referral contact list/ database for returning residents and re-entry centers to use. Additionally, staff will build a referral process/ procedure to track the usage of resources specific to returning residents.</p> <p>In the short term, data has helped to determine that the West side of Chicago requires more access to re-entry resources. DFSS will soon release an RFP to ensure the funding of a Re-Entry Center on Chicago's West side to meet the need of the majority of returning who settle there.</p> <p>In the long term, we will continue to leverage available data to ensure resources are allocated where they're most needed. DFSS will also proactively share and strategize with delegates in those areas using up-to-date data on returning residents' needs and settlement trends.</p>	<p>6 months to define new community partnerships. 6 months to Immediate: The RFP for a 5th Re-Entry Center will be released within the next</p>	

RACIAL EQUITY ACTION PLAN: Priority #1

Our department will advance the following strategies:

2. Department Strategy: Create direct connections with employment partners to bridge the gap between employment opportunities and returning residents, and to connect employers with educational resources. [This goal is based off placement timeframe for reentry clients, as well as the wage disparity.]

Measures of Impact: Increased number of employment partners, increased number of returning residents connecting with services pre-release or immediately after.

Actions	Implementation Plan	Timeline	Status
2.1: Engage with large and small employers throughout the city to help address labor demands and needs and bridge the gap between employment opportunities and returning residents.	Staff to formulate outreach plan for large and small employers throughout the city to share information, identify career pipelines and pathways, and to identify how DFSS workforce delegate agencies can connect employers to the re-entry candidate pool.	Begin August 2023	
2.2: Create new resources to educate potential employers on the benefits of hiring returning residents.	DFSS staff to begin pulling together information that would be useful for a potential employer's toolkit. Examples include information about Illinois State tax incentives, recent developments in background check laws, trauma-informed human resources practices, etc.	Begin October 2023	

RACIAL EQUITY ACTION PLAN: Priority #1

Our department will advance the following strategies:

3. Department Strategy: Work on internal cross-division collaboration to better meet the needs of returning residents across their lifespan.

Measures of Impact: Future survey data to indicate a higher rate of connection to most requested services for returning residents.

Actions	Implementation Plan	Timeline	Status
3.3: Investigate and optimize referral pathways for DFSS Community Service Center (CSC) staff to share with Workforce division and Re-Entry Center staff, to connect returning residents to resources. For example, create supporting materials listing CSC services that Re-Entry Center staff can refer to.	Staff will examine current procedures for circumstances in which returning residents express need for rental assistance, financial assistance, etc. and will collaborate with DFSS Human Services and Community Service Center staff on possible referral pathways and discuss what materials would be most useful (fact sheets, brochures, online resources, etc.). Training on trauma-informed re-entry language to be provided to CSC staff.	Begin Fall 2023	
3.2: Assess and address gaps to promote returning residents ability to access services to help address violence (including gender-based violence, domestic violence, and community violence) and leverage DFSS Division on Gender-Based Violence and sister agencies expertise to address.	Staff will assess the current procedures and referral pathways for returning residents that need help addressing violence, and look for opportunities to promote education and awareness about the services available to them through DFSS and delegates. Seek opportunities to work with DFSS Division on Gender-Based Violence staff, CSC staff, and external partners to improve cross-division access. Ensure new hires receive appropriate DV/GBV training. Leverage opportunities to partner with CDPH, CSCC and CPD to strengthen referral pathways for those that need help addressing all-inclusive community violence.	Begin Summer 2023	
3.3: Connect with returning residents aged 55+ to meet needs germane to older adults.	Senior Services Division will work with Workforce Division to distribute their collateral materials to older adults highlighting workforce resources; provide recommendations for services and Options Counseling to returning older adults that will enhance their stability as they return; Research employment referrals for older returning residents with limited skills, discuss with state partners and delegates (IDoA, IDoL).	Begin Summer 2023	

RACIAL EQUITY ACTION PLAN: Priority #2

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) 



Citywide Priority Area & Desired Result:

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

Indicators Examined:

Community Data

Non-profit landscape for the city, particularly demographics, geography, and service areas

Program/Department Data

Number of delegate agencies contracted with, internal RFP applicant survey data

Community Feedback and Narratives

Efforts to undergo detailed community feedback regarding our contracting processes are currently underway. Recent, anecdotal trends in feedback echo past community concerns: It is difficult for community-based organizations to contract with the city, we are not as communicative as we could be about the contracting process (including but not limited to PR around RFP release), and the application process itself is time-consuming and difficult,

Define the Problem

The contracting process is something that must be consistent enough to be predictable, but it must also be flexible to the needs of both those who utilize it most and the people and organizations closest to those we intend to serve. Yet too often, through the churn of time and the accumulation of increasingly complex bureaucratic layers, contracting can disadvantage those who do not have the time, staff, or other critical resources to respond, thereby robbing them of resources that might mean critical investments to their communities. Applications can be difficult to read, expectations can be murky, and a poorly-defined process can - either intentionally or otherwise - disenfranchise the best service providers for the job. All these points are even more true for those organizations who serve - and are themselves run by - BIPOC in historically underinvested communities, thereby continuing and compounding that disinvestment.

Identify Root Causes to the Problem

Disinvestment in black and brown communities comes in many forms: Underinvested non-profits are unable to hire staff that would expand the financial foundation of their organization, overly complicated barriers prevent establishing an organization in the first place, and organizations wielding

decades worth of accumulated wealth might box out more community-centric organizations from the same service delivery space. Contracting has also, historically, been an area where corruption and bias have run amock, allowing the awarding of political favor to allies of those in power, further doubling down on the advantages allow for whiter, richer, more well-connected service providers.

Define Your Department's Opportunity

DFSS has the opportunity to be an innovator in the field when it comes to prioritizing and investing in service providers who are the most equipped to meet the needs of their communities. We can seek out, utilize, and iterate on best practices; establish multiple channels of trusted communication between ourselves, our delegates, and the community to ensure all needs are met; and provide every opportunity possible for government investment and support to organizations serving in highly impacted communities.

RACIAL EQUITY ACTION PLAN: Priority #2

Our department will advance the following strategies:

1. Department Strategy: Leverage our internal processes around staff onboarding, intergovernmental affairs, and program management to build a suitable and diverse applicant pool.

Measures of Impact: Applicant pool size, Reach of outreach efforts

Actions	Implementation Plan	Timeline	Status
<p>1.1 Utilize new and existing communications channels as well as staff knowledge and research to expand our delegate applicant pool.</p>	<p>Increase our use of communications and intergovernmental affairs channels to reach out to alders, community leaders, and the public about contracting opportunities. Simultaneously, engage internal topic area experts to maintain lists of relevant delegate agencies, proactively reach out to them to apply, and encourage sign-up for the new eProcurement RFP notification listserv.</p>	<p>Begin June 2023</p>	
<p>1.2 Develop and distribute new orientation materials for program staff to establish RFPs and contracting as a powerful lever through which we can increase equity and strengthen our programing.</p>	<p>Designate and distribute (internally and publicly) two exempla RFPs with accompanying documentation on how DFSS standards manifest in our RFPs. In partnership with program staff, develop an RFP one-pager describing expectations and process to new staff, as well as a staff guide on how RFPs can be levers through which DFSS can be responsive to community needs.</p>	<p>Begin May 2023</p>	
<p>1.3 Research and establish a delegate outreach guide to empower DFSS program staff with the tools necessary to expand and diversify their applicant pool.</p>	<p>Based on best practices from similar municipalities, develop an iterative set of practices and procedures for seeking out and establishing relationships with relevant, community-centric agencies for the purpose of increasing the volume and composition of our applicant pool.</p>	<p>Begin Late Summer 2023</p>	

RACIAL EQUITY ACTION PLAN: Priority #2

Our department will advance the following strategies:

2. Department Strategy: Establish integrated touch points in our RFP process to know whether our efforts toward utilizing contracting as a tool for equity are responsive to community concerns and accomplishing our desired outcomes.

Measures of Impact: Quantitative data from RFP questionnaire, Qualitative data from focus groups

Actions	Implementation Plan	Timeline	Status
2.1 Release a post-application evaluation for every RFP to receive valuable feedback from applicants and inform process and documentation changes.	Revisit older iterations of this tool, revise along the lines of best practices and in order to bring in line with current department goals, consult with relevant internal stakeholders for input and approval, apply to a pilot to ensure relevant fields are capturing needed information, then operationalize into existing staff position to ensure longevity.	In Development: April 2023 Pilot launch: July 2023	
2.2 Implement recurring internal and external focus groups to glean more detailed, audience-specific information on the contracting process for the purpose of process improvement.	Design a qualitative focus group model to be piloted internally with program staff to formalize information gathering regarding contracting equity in the program development and execution phases, including but not limited to new evaluation supplements like oral presentations. Assess and revise based on feedback and evaluation following the pilot, then relaunch with supporting partners to an external audience.	Begin May 2023	
2.3 Further integrate data collection into the RFP application process - particularly around applicant agency composition and focus areas - to track over the long term whether our process improvements increase the equitable distribution of applicant and awarded agencies.	Add questions focused on applicant organizations' BIPOC leadership/staff composition as well as relationship with the communities they serve; regularly analyze the data and disaggregate by program, division, and other key cross-sections to glean valuable insights; and convert those insights into action steps to integrate back into the RFP development process.	Underway	

RACIAL EQUITY ACTION PLAN: Priority #2

Our department will advance the following strategies:

3. Department Strategy: Ensure that equity and equitable outcomes are baked into the contracting process at every step, and that support exists for organizations most closely serving communities that we know need our services the most

Measures of Impact: Applicant pool following document changes, Feedback from applicant agencies

Actions	Implementation Plan	Timeline	Status
<p>3.1 Establish timeframes and standard operating procedures around the adjustment and updating of RFP narrative and evaluation tool templates to ensure that changes are made at an appropriate clip, responsive - but not reactive - to available internal and external feedback mechanisms.</p>	<p>Create a list of internal stakeholders involved in the contracting and strategic planning processes, then convene that group around best practices and past experience to craft a list of triggers that would necessitate a change in the templates. Work with that group to determine how much/what level of feedback constitutes a need for change, and whether minimum and/or maximum timeframes should be put on the process. Finally, craft a series of development steps the changes will go through before the new versions are fully rolled out to DFSS program staff and public-facing priority documents (mentioned in 1.2) including - but not limited to - a language and accessibility audit.</p>	<p>Begin Summer 2023</p>	
<p>3.2 Integrate the Racial Equity Toolkit's Steps 1 and 2 (desired results and data collection) into the research and Target Population development steps for RFPs to ensure DFSS considers and is responsive to the most impacted communities for each proposed program.</p>	<p>Priority RFPs will undergo a research and target population identification step in the development process that identifies 1) who the most impacted communities are for a proposed program, and 2) what indicators will speak to the program's effectiveness should the intervention or service be successful.</p>	<p>Begin Fall 2023, following training cohort to familiarize staff with concepts and</p>	

<p>3.3 Research, develop, and plan a fixture of support to help community organizations housed in their service delivery area to apply for city funding opportunities.</p>	<p>In partnership with other City of Chicago contract-driven departments as well as the Mayor's Office and other internal stakeholders, DFSS will begin conduct a comprehensive research effort to collect best practices around supporting hyperlocal community organizations while balancing the needs of city government, ethics, and transparency. At the conclusion of this effort, we will present recommendations as to where such a fixture of support might sit in city government, and what implementation might look like.</p>	<p>Begin research and identifying stakeholders Summer 2023</p>	
--	---	--	--

RACIAL EQUITY ACTION PLAN: Priority #3

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) 



Citywide Priority Area & Desired Result:

COMMUNITY ENGAGEMENT: All Chicagoans have a meaningful opportunity to influence City of Chicago programs, policies, and initiatives.

Indicators Examined:

Community Data

The DFSS team looked at previous City of Chicago engagement methods, such as the participatory budgeting process, as well as demographic

Program/Department Data

Relevant community data collected via the DFSS pilot re-entry survey, conducted February 2023. This priority focuses on the demographic data, including age, gender, location, and the number of responses. Additional feedback from survey administrators was taken into consideration.

Community Feedback and Narratives

One common narrative is that there is a lack of transparency in Department program planning, programmatic changes, and policy-formation. There isn't a uniform approach to community engagement across programs and divisions, and so while engagement does occur, it does not happen in a predictable and standardized way. Additionally, the external website needs to be updated to reflect recent developments in programming.

Define the Problem

As Chicago and the Department of Family and Support Services confronts challenges like racial health and other areas of change related to human services, we need an engaged, empowered public that is able to give their input on programs that intend to improve the quality of life in their communities. Consistent with the goals of the Civic & Community Engagement Pillar in the We Will Chicago Plan, we look to develop new engagement tools to proactively build trust with communities that have been historically excluded. This includes creating a standardized approach and toolkit for community engagement that can be applied across DFSS programs.

Identify Root Causes to the Problem

The Department's seven program divisions undertake engagement efforts independently, most of the time. Cross-department standardization, and at times information-sharing, has been hampered by staff capacity (for example, DFSS does not have an External Affairs manager, and works with a one-person Communications team). Governments have historically obfuscated information related to disinvested communities, and typically have

not invested in staff and other resources that could be used to share information and gather feedback from these communities.

Define Your Department's Opportunity

DFSS has the opportunity to support and encourage more inclusive and creative community engagement across program divisions in order to make engagement efforts more accessible. This includes hearing and collecting data from traditionally under-represented populations in order to build both trust and stronger programs. This work will build off of insights gathered from the DFSS Re-Entry Survey, the Department's pilot outreach project, and will culminate in a standardized survey protocol and engagement toolkit.

RACIAL EQUITY ACTION PLAN: Priority #3

Our department will advance the following strategies:

1. Department Strategy: Support and encourage more inclusive and creative community engagement by leveraging stakeholder relationships.

Measures of Impact: Survey demographics will align with internal and external data related to most impacted populations.

Actions	Implementation Plan	Timeline	Status
1.1: Develop an inventory of current DFSS outreach and community engagement efforts	Program division leads will be surveyed to determine current outreach and engagement projects and methods, which will be cataloged in terms of recurring vs one-time events, type of community input (open comment vs survey), open to the public versus stakeholder-oriented, etc. This will inform a standardized survey protocol.	Begin in 2023	
1.2: Include standard survey question to indicate where survey was completed, in order to evaluate most useful methods, and to see which organizations provide access to largest group of participants.	Survey question to be developed in partnership with program staff and added to the standardized survey protocol. This should include not only the name of the partner organization, but also the site location that the survey was completed at.	Begin in 2023	
1.3: Develop appropriate scope of stakeholders to include in outreach efforts, in order to maximize relevant responses and reach the most affected delegate populations.	Cross-division collaboration will be organized to develop guidance for the survey protocol on how to determine stakeholder scope for different types of outreach projects.	Begin in 2023	

RACIAL EQUITY ACTION PLAN: Priority #3

Our department will advance the following strategies:

2. Department Strategy: Implement survey process improvements to ensure equitable access.

Measures of Impact: Equitable access will result in increased response rates, particularly from community members whose voices have not traditionally been heard. This will provide more useful data and more actionable feedback from community.

Actions	Implementation Plan	Timeline	Status
2.1: Increase survey window to at least 6 weeks.	The survey protocol will include a minimum of six weeks for any given survey window, with guidance to widen that window depending on the scope of the topic (s).	Begin in 2023	
2.2: Provide survey in multiple languages.	Approximately 36% of Chicago residents speak a language other than English, other top languages include: Spanish, Russian, Polish, Chinese, Tagalog, Arabic, and Vietnamese. The standardized survey protocol will include instructions to enable translation of survey materials into these top languages, and these materials will be made available publicly.	Begin in 2023	
2.3: Increase access options to include in-person polling and other real-time events.	Provide event template to be used for polling and other real-time events.	Begin in 2023	

RACIAL EQUITY ACTION PLAN: Priority #3

Our department will advance the following strategies:

3. Department Strategy: Develop marketing strategy guidance to ensure future outreach efforts reach target communities.

Measures of Impact: Social media engagement (shares, likes, etc.), ability to reach desired number of survey responses, in-person attendance numbers.

Actions	Implementation Plan	Timeline	Status
3.1: Develop social media kit specific to equity-related outreach efforts.	Staff will work with Department Public Information Officer to develop a standard social media kit that could be added to the outreach protocol, to ensure staff have the tools they need to market outreach effectively.	Begin in 2023	
3.2: Advocate for increased resources for Communications staff, so that there is capacity to make information and updates increasingly accessible to the public.	DFSS will continue to advocate for the necessary resources to boost accessibility of information, therefore boosting transparency. Additional staff is required to be able to facilitate necessary website updates, create new communications materials, etc.	Summer-Fall 2023	

RACIAL EQUITY ACTION PLAN: Priority #1

Indicators Examined:

Community Data

- 12,000 people are released annually to Chicago from IDOC, with an additional 1,000 from Cook County Jail. These all account for 35% of all state releases.
- 76% of returning residents return to 15 Chicago Zip Codes (from highest to lowest: 60624 West Garfield Park, 60651 West Humboldt Park, 60644 Austin, 60612 Near West Side, 60623 North Lawndale, 60621 Englewood, 60628 Roseland, 60636 West Englewood, 60620 Auburn Gresham, 60605 Loop, 60609 New City, 60637 Woodlawn, 60608 Lower West Side, 60647 Logan Square, and 60619 Greater Grand Crossing).
- 2/3 of businesses surveyed would not hire someone formerly incarcerated (Holzer et al., 2004).
- 27% of previously incarcerated individuals are unemployed, nearly 5 times higher than the national average unemployment rate.
- 1,200 individuals released from Illinois prisons returning to Chicago are released directly from prison to homeless shelters.
- “At time of release inmates tend to be younger typically under the age of 35, from minority racial groups and poor urban areas, a sizeable percentage are high school dropouts...a substantial number of them have [issues] from substance abuse disorders and other health difficulties.”
- 94% of released individuals are Male (2019), 54% are black, 32% are white, and 13% are Hispanic.
- Formerly incarcerated women are more likely to be homeless and to experience health issues and substance abuse disorders as a determinant of incarceration at a higher rate than incarcerated men.
- 5.4% of Illinois returning residents did not enter high school, 32% did not complete high school, and 31% had received a diploma or GED.
- Nearly 2/3 of returning residents have at least one chronic health condition. Fewer than 25% of returning with chronic disorders see a physician within the first year post-release. According to the UIC Chicago Reentry Report, 2/3 men and 3/4 women with physical health conditions received treatment while 8 to 10 months after release, treatment rates declined to 5/10 men and 6/10 women.

Program/Department Data

(All data from our 2022 workforce enrollment)

- We served over 2,800 in our workforce programs in 2022, 49.7% identified as Returning Residents.
- The top 3 Community Areas served were Austin, East Garfield Park, and North Lawndale.
- Our majority of our clients identified as Black/African-American (69.6%), White (16.1%), Asian (4.2%), and X percent other (what are the remaining categories?)
- 82% of clients identify as Non-Hispanic/Non-Latino and 12% identified as Hispanic/Latino.
- 68.0% of clients identify as male and 31.7% identified as female.
- 15.6% of clients are age 18-25, 42% are 26-40, 25.4% are 41-54, and 16.8% are 55 or over. (How does this compare to CHicago's population?)
- 5.2% identify as having a disability.
- 1.9% of clients did not enter high school, 15.2% completed some high school, 63.0% completed high school, 15.4% completed all or some college, and 2% completed graduate school

RACIAL EQUITY ACTION PLAN: Priority #2

Indicators Examined:

Community Data

- There are nearly 52,000 nonprofit organizations in the Chicagoland area (including Boilingbrook, Des Plaines, Elgin, Evanston, Hoffman Estates, Naperville, Schaumburg, Skokie, and Gary (IN)
- Nonprofits in Chicago employ over 610,000 people, and over 70% of them have 10 or fewer employees
- In terms of count alone, religious organizations are the most prominent, followed by educational institutions, foundations, and human service organizations.

RACIAL EQUITY ACTION PLAN: Priority #3

Indicators Examined:

Program/Department Data

- 11 out of 14 respondents indicated that they identify as male, and 3 out of 14 indicated that they identify as female.
 - 12 out of 14, or 86% of respondents were over the age of 55.
 - 9 out of 15 respondents self-identified as Black or African American, 3 out of 15 self-identified as Latino or Hispanic, 2 self-identified as White, and
 - There were under 100 survey responses total, with only 17 individuals self-identifying as having been justice involved, or having a household
- The majority of survey responses were submitted as paper forms obtained at a DFSS Community Service Center or Senior Center.