

# FY2025 EQUITY REPORT

An Annual Status Report of Chicago's Efforts to Institutionalize Equity

## OERJ 2024 IMPACT

### Chicago's Co-Governance Framework

In partnership with Chicago United for Equity, OERJ created Chicago's first co-governance framework.

### Trans Inclusive Hiring

OERJ partnered with Chicago Therapy Collective to help make Chicago's workplace more inclusive for trans and nonbinary candidates and staff.

### Disrupting Segregation Bus Tours

In partnership with community, OERJ completed our Disrupting Segregation Bus tour series, engaging Chicagoans in a healing conversation about segregation.

## Summary

Our office released the City of Chicago's second annual Equity Report, which captures the City's equity activity and progress. To sustain movement around equity, we also offered strategic recommendations the City should consider.

### BIG BETS



#1. Strengthen Staff Capacity to Advance Equity



#2. Sustain Progress and Investments in Communities Post-ARPA



#3. Develop Data Systems to Track Equitable Investments & Impact

## CITY'S OVERALL EQUITY PROGRESS

29

departments have published Racial Equity Action Plans, a 16% increase from FY24's Report

88

department job titles and descriptions are equity-focused, *three times more than* FY24's Report

34

departments submitted budget equity tools tracking equitable progress, a 9% increase from FY24's Report



Scan for more information



OFFICE OF EQUITY AND RACIAL JUSTICE

## DEPARTMENT SPOTLIGHTS

Micro Grants Program



DFSS

Restoration Fund



DOL

Lead Service Line Replacement Program



DWM

OEMC Certification Program



OEMC