



OFFICE OF EQUITY
AND RACIAL JUSTICE



City of Chicago Departments Racial Equity Goals

Overview:

In 2021, the Office of Equity and Racial Justice launched an inaugural effort to have all departments establish an annual Racial Equity Goal. The purpose was to begin a systemic practice of strategic alignment and accountability for racial equity throughout the city. For this effort, we defined the Racial Equity Goal as a strategic target each department commits to accomplishing within 12 months (Q1 2021 - Q1 2022) to ensure there is more just and fair participation, access, and/or opportunities in the work of a department. Departments nominated senior leaders, which formed a network of Racial Equity Liaisons. Together with their respective departments and our office, the Racial Equity Liaisons developed and continue to advance their annual Racial Equity Goals. These goals represent a start and as we move forward each department will receive capacity-building supports to build more comprehensive goals and plans in the future.

The city departments below have submitted a Racial Equity Goal for the year. The goals are grouped by type (workforce diversity, data & transparency, procurement & contracting, capacity-building, service delivery and community engagement).

1. [Assets, Information, and Services](#)
2. [Chicago Animal Care and Control](#)
3. [Chicago Commission on Human Resources](#)
4. [Chicago Cook Workforce Partnership](#)
5. [Chicago Department of Aviation](#)
6. [Chicago Department of Public Health](#)
7. [Chicago Department of Transportation](#)
8. [Chicago Fire Department](#)
9. [Chicago Housing Authority](#)
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13. [Chicago Public Libraries](#)
14. [Chicago Public Schools](#)
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16. [City Colleges of Chicago](#)
17. [Civilian Office of Police Accountability](#)
18. [Department of Administrative Hearings](#)
19. [Department of Buildings](#)
20. [Department of Business Affairs & Consumer Protection](#)
21. [Department of Cultural Affairs & Special Events](#)
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23. [Department of Finance](#)
24. [Department of Human Resources](#)
25. [Department of Housing](#)
26. [Department of Law](#)
27. [Department of Planning and Development](#)
28. [Department of Procurement Services](#)
29. [Department of Streets & Sanitation](#)
30. [Department of Water Management](#)
31. [License Appeal Commission](#)
32. [Mayor’s Office for People with Disabilities](#)
33. [Office of Budget & Management](#)
34. [Office of Emergency Management & Communications](#)
35. [Office of Inspector General](#)
36. [Office of Public Safety Administration](#)
37. [Public Building Commission](#)
38. [The Board of Ethics](#)



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Participating Departments



4

Workforce Diversity Goals



3

Data & Transparency Goals



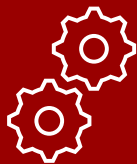
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Procurement & Contracting
Goals



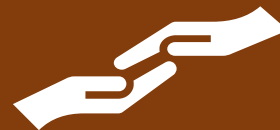
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Capacity-Building Goals



10

Service Delivery Goals



6

Community Engagement
Goals

★ Represent City of Chicago's Sister Agencies

Workforce Diversity Goals

1



Department of Administrative Hearings

[The Department of Administrative Hearings](#) (DOAH) seeks to increase diverse representation in its department's Senior Management staff and independent contractors that serve as Administrative Law Judges.

We will achieve this by actively recruiting candidates from Minority Bar and Law school Alumni Associations.

2



Chicago Fire Department

[The Chicago Fire Department](#) (CFD) seeks to increase the number of women and underrepresented groups, such as African Americans, Latinos and Asian populations hired into the workforce with the new entrance exam anticipated in late 2021 or early 2022, and Emergency Medical Services hiring in the future.

We will achieve this by making the hiring process more accessible by creating informational material, improving our application submission process, coordinating workshops for potential applicants, and targeting outreach events to underrepresented groups.

3



Office of Public Safety Administration

[The Office of Public Safety Administration](#) (OPSA) seeks to attract and hire qualified Police Officer applicants that reflect a broad cross-section of the Chicago community.

We will achieve this through a diversity hiring campaign for the Chicago Police Department (CPD) led by our Human Resources unit.

4



Department of Law

The Department of Law (DOL) seeks to improve its identification, retention, retaining, and rewarding of diverse attorneys.

We will achieve this by developing a branded professional development experience entitled, "Winning Expectations for DOL Attorneys". This will provide diverse attorneys with a clear and defined framework around what is required to be successful in their practice division as well as a means through which to encourage accountability and ongoing improvement.

Data & Transparency Goals

1



Department of Human Resources

[The Department of Human Resources](#) (DHR) seeks to increase the capacity of our recruitment team to effectively attract a diverse pool of applicants.

We will achieve this by creating and maintaining a database of information on organizations that can support effective communication of City job opportunities to all residents and focused outreach to diverse and underrepresented applicants.

2



Civilian Office of Police Accountability

[The Civilian Office of Police Accountability](#) (COPA) seeks to deepen its understanding of investigative outcomes and impacted communities.

We will achieve this by seeking an analytical partner to analyze complaint data to determine correlations between investigative outcomes and impacted communities.

3



Office of Inspector General

[The Office of the Inspector General](#) (OIG) seeks to ensure that data related to TIF districts is accessible and transparent, which can support more equitable selection of projects.

We will achieve this by using the Information Portal platform to publish data related to Tax Increment Financing (TIF) Districts.

Procurement & Contracting Goals

1



Assets, Information & Services

[The Department of Assets and Information Services](#) (AIS) seeks to expand diversity in the construction industry.

We will achieve this by 1) partnering with construction vendors to increase the number of minority jobs through a workforce development program as part of the Capital Plan and 2) creating alliances with the other City.

2



Chicago Department of Aviation

[The Department of Aviation](#) (CDA) seeks to ensure that women and minorities have equitable access into the pipeline of opportunities available at the City's airports. CDA hopes to attain a 10-20% increase in minority- and women-owned applicants to bid opportunities through business participation in assist agency programming.

We will achieve this through having targeted bid opportunities focused on building minority participation as well as through the implementation and expansion of our CMR University facilitated by City assist agencies.

3



Department of Business Affairs & Consumer Protection

[The Department of Business Affairs and Consumer Protection](#) (BACP) seeks to improve business support activities in historically disinvested geographies and for industries that have experienced historical disinvestment and lack of resources, and that offer high growth opportunities for entrepreneurs of color.

We will do this by redesigning our request for proposal (RFP) for business development services with an equity lens.

4



Department of Family and Support Services

[The Department of Family and Support Services](#) (DFSS) seeks to identify inequities in service delivery and develop strategies to address them in collaboration with delegate agencies, clients, and people with lived experience.

We will achieve this by leveraging the City of Chicago's 2021 Community Development Grant Application (CDGA) requests for proposal (RFP) release to incorporate equity-centered approaches in 25 programs included in CDGA and prepare for the implementation of these approaches during the 1/1/22-12/31/23 program cycle.

License Appeal Commission

[The License Appeal Commission](#) (LAC) seeks to 1) increase diversity in its court reporting services and 2) increase the accessibility of our services to non-English language speakers.

We will achieve this by 1) working with the Department of Procurement Services to identify any minority-owned court reporting services that can provide virtual and in-person services for our liquor license appeal hearings and 2) collaborating with an accessible translation service to translate content on our website; specifically, guidelines and procedures on filing appeals and hearings to the following languages: Arabic, Chinese (simplified), Chinese (traditional), Filipino, Hindi, Korean, Polish, and Spanish.

5



Capacity Building Goals

1



Chicago Department of Transportation

[The Chicago Department of Transportation](#) (CDOT) seeks to operationalize equity and advance our department's capacity to work with an equity lens.

We will achieve this by adopting decision-making frameworks that prioritize equitable outcomes by developing new metrics that include equity, increasing transparency in data and decision-making, and training staff in equitable decision-making and operations.

2



Chicago Transit Authority

[The Chicago Transit Authority](#) (CTA) seeks to build internal capacity for operationalizing equity within our department.

We will achieve this by establishing a unique and cutting-edge partnership with the Center for Neighborhood Technology (CNT) and TransitCenter for the sole purpose of furthering CTA's equity work. Specifically, this collaboration will produce: (1) a distillation of CTA's equity work into a set of guiding equity principles for the agency and (2) the establishment of an internal equity working group. CTA's working group will be a permanent, ongoing committee that pursues equity outcomes—internally and externally—in line with the aforementioned principles.

3



Department of Planning and Development

[The Department of Planning and Development](#) (DPD) seeks to build the capacity of its staff to implement and apply equitable policies and practices to projects such as We Will Chicago, INVEST South/West, the Neighborhood Opportunity Fund, and the Small Business Improvement Fund.

We will do this by creating at least four agency-wide discussions and trainings per calendar year surrounding progressive racial and social equity planning practices.

4



Chicago Department of Public Health

[The Chicago Department of Public Health](#) (CDPH) seeks to create institutional and structural change along with obtaining a broad buy-in by leadership, staff, and external partners.

We will achieve this by creating a five (5) year Strategic and Racial Equity Plan to include strategies, goals, and objectives. To be included in this process are Strategic Planning Committee (forming), CDPH Racial Equity & Change Management Committee (forming), leadership and staff, external stakeholders, partners, community-based organizations, and members of the community.

Department of Water Management

[The Department of Water Management](#) (DWM) seeks to increase the knowledge and skillset of our staff in the area of operationalizing racial equity.

We will achieve this by 1) creating and implementing a Racial Equity Leadership Training Conference for Senior Staff, Managers and Supervisors and 2) researching and developing a "Water Operator in Training" program to recruit high school and college students in targeted communities to prepare them for future employment in the water industry.

5



Chicago Police Department

[The Chicago Police Department](#) (CPD) seeks to increase awareness and capacity within the department to address issues of equity and racial justice.

We will achieve this by 1) creating an educational video introducing the Office of Equity and Racial Justice and the Together We Heal initiative to be distributed both internally in the department and shared externally with community members, 2) piloting trainings on racial justice and equity starting with LGBTQ+ liaisons, and 3) training CPD members assigned to the Office of Community Policing on restorative-justice in order to facilitate discussions called "Community Conversations" concerning equity and racial justice.

6



7



Public Buildings Commission ★

[The Public Buildings Commission](#) (PBC) seeks to improve the decision-making of PBC core employees to be more objective, consistent, and fair so this behavior will matriculate and be incorporated into the workforces of our construction and professional services partners.

We will achieve this by focusing on Unconscious Bias Training, which can help our core employees identify and understand hidden biases, adjust thinking patterns, and eliminate discriminatory behaviors.

8



Chicago Cook Workforce Partnership ★

[The Chicago Cook Workforce Partnership](#) seeks to more deeply embed racial equity into our organizational and strategic processes.

We will achieve this by establishing a Together We Heal/Racial Equity Committee, taking active steps to build a foundational understanding of Racial Equity among staff, incorporating racial equity benchmarks into our procurement process, and naming Equity as a core value of the organization.

9



Chicago Park District ★

[The Chicago Park District](#) seeks to increase the capacity of our staff to identify and address racial biases and inequities in our work.

We will achieve this by ensuring that a minimum of 80% of all employees will complete implicit bias training no later than March 31, 2022.

10



Chicago Housing Authority ★

[The Chicago Housing Authority](#) (CHA) seeks to build core competencies agency-wide within the context of housing on concepts of racial and social equity, such as structural racism, diversity, and inclusion. We will achieve this by launching an online platform to provide a variety of ongoing agency-wide training opportunities. The agency will also develop a long-term, strategic plan informed in diversity, equity, and inclusion values.

Service & Delivery Goals

1



Chicago Animal Care & Control

[The Department of Animal Care and Control](#) (ACC) seeks to ensure equity and eliminate bias in its animal adoption process.

We will achieve this by transitioning our pet adoption program to an Adopters Welcome program, which is a conversation-based program that allows for a more equitable adoption process.

2



Department of Buildings

[The Department of Buildings](#) (DOB) seeks to improve the quality of life and promote equitable building conditions for areas of the City that have been historically underserved, mainly the South and West sides.

We will achieve this by enhancing the enforcement of DOB policies and programs that encourage safe housing and businesses.

3



Chicago Public Library

[Chicago Public Libraries](#) (CPL) seeks to provide free and open access to information and experiences that reflect and engage Chicago's diverse neighborhoods and people equitably and inclusively.

We will achieve this by 1) keeping all branch locations open on Sundays 2) analyzing material movement for all Southside branches 3) building partnerships with community-based organizations to provide digital capacity training 4) hiring director for Vivian G. Harsh Collection as well as revising hiring practices and providing implicit bias training for hiring managers.

4



Department of Procurement Services

[The Department of Procurement Services](#) (DPS) seeks to increase contracting opportunities and participation for Minority and Women-Owned Business Enterprises (M/WBE).

We will achieve this by providing training, tools, and resources designed to help M/WBE firms become successful in having access to City of Chicago contracting opportunities.

5



Department of Streets and Sanitation

[The Department of Streets and Sanitation](#) (DSS) seeks to more intentionally incorporate equity considerations into our strategies and services.

We will achieve this by actively analyzing Customer Service Request data with equity at the forefront and developing metrics to *identify which communities are in greater need of* our resources.

6



Chicago Commission on Human Resources

[The Chicago Commission on Human Resources](#) (CCHR) seeks to increase community access to our services so that the complaints we receive are representative of the level of discrimination in employment, housing, public accommodations, and credit citywide.

We will achieve this by examining and implementing new procedures to make our discrimination complaint process more equitable for all potential filers.

7



Department of Cultural Affairs & Special Events

[The Department of Cultural Affairs and Special Events](#) (DCASE) seeks to 1) extend broader access and opportunity for diverse talent, vendors, and underserved residents in our work and 2) increase equitable practices and combat disparity both internally and externally through professional development, training, and discussion.

We will achieve this by 1) centering racial equity as a core component of communication strategy, expanding equitable access to information about hiring, procurement, professional development, permits, programming, film, and grants and 2) increasing staff understanding of institutional and structural racism, identifying racial equity tools, and building capacity to use these tools

8



Department of Finance

[The Department of Finance](#) (DOF) will ensure that proper enforcement, signage and awareness of various municipal codes, payment options and payment plans are addressed equitably throughout the entire City of Chicago.

We will achieve this by using data-driven analysis to assess various wards with the highest volume of parking ticket issuance. The Department will work with impacted Alderman and communities to address any disparities to promote public safety and compliance.

9



Office of Emergency Management & Communications

[Office of Emergency Management and Communications](#) (OEMC) seeks to improve key programs and create more equitable outreach and participation.

We will do this by performing an equity assessment of our Community Emergency Response Team (CERT), Smart911, and Emergency Communications (Notify Chicago/CHIBIZ/CHILAKE) programs.

10



City Colleges of Chicago ★

[The City Colleges of Chicago](#) seek to remove racial disparities in student outcomes.

We will achieve this by fully executing each college's unique equity plan, linked here: <https://pages.ccc.edu/apply/equity-plans/>

Community Engagement Goals

1



The Board of Ethics

[The Board of Ethics](#) seeks to improve the accessibility of our work for all communities and ensure that the way that we are communicating is straightforward and user-friendly.

We will achieve this by ensuring that all of our training materials and informational brochures are equally straightforward and useful to all who access them. On an ongoing basis, Board staff will review training materials and brochures, as well as invite input from City employees/officials, community stakeholders, and the general public, with the objective of providing and presenting information in such a way that benefits and informs all users in an equitable manner.

2



Department of Housing

[The Department of Housing](#) (DOH) seeks to 1) increase the number of proposed and approved projects that serve BIPOC communities and 2) increase the number of applications that have BIPOC-led developers, general contractors, and nonprofit sponsors from start to finish.

We will achieve this by 1) developing and using a Racial Equity Impact Assessment Report to evaluate proposals and 2) doing targeted outreach to promote the QAP process to BIPOC developers, general contractors, and non-profit sponsors.

3



Office of Budget and Management

[The Office of Budget and Management](#) (OBM) seeks to increase knowledge and awareness of the City's budgeting processes so that all voices can participate more fully in the City's budget process, resources, and services.

We will achieve this by creating opportunities to better engage with the community in a more equitable manner, including educational outreach to diverse audiences through community-based outlets and the creation of an engagement framework for the 2022 Budget.

4



Mayor's Office for People with Disabilities

[The Mayor's Office for People with Disabilities](#) (MOPD) seeks to ensure access to underserved populations. In particular, we want to see a 2% increase in services to the Latinx, Pacific Islander and Asian American populations.

We will achieve this by hosting quarterly focus groups, interviews, mailings, or learning sessions, etc. with disability organizations.

5



Chicago Police Board

[The Chicago Police Board](#) seeks to improve public participation and engagement at its public meetings, which are critical opportunities for community members to hear from and speak to the City's top public safety officials.

We will achieve this by 1) collaborating with Aldermen and community groups to increase awareness about these meetings and 2) providing translation services for our meeting livestreams.

6



Chicago Public Schools ★

[The Chicago Public Schools](#) (CPS) seeks to increase a sense of belonging for students of color (as measured by student qualitative data) 2) see 150 percent growth in the number of policy owners who identify equity challenges and potential solutions in their policy 3) increase resource equity in school funding, as reported by students, families, and school leaders and 4) measure an increase in trust in the direction of CPS, as reported by students and families in surveys

We will do this by developing plans of action that increase community engagement opportunities and create implementation strategies based on shared priorities and inclusive partnerships and liberatory thinking overlapping in the Office's work.

To find more information about City of Chicago Departments' Racial Equity Goals and/or the Office of Equity and Racial Justice visit contact us

<https://www.chicago.gov/city/en/sites/office-of-equity-and-racial-justice/home.html>

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