



# Diversity, Equity, and Inclusion: From Premise to Practice

ILCMA Summer Conference 2024



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# INTRODUCTION

1. ILCMA's DEI Efforts and Lessons Learned
  2. What is Practical DEI?
  3. "Practical" Ways to Implement DEI in the Workplace
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# ILCMA Values Statement: Embracing Diversity

1. Attracting and engaging the next generation of local government professionals
2. Promoting and championing diversity, equity, and inclusion within the association, and among its member communities
3. Willing to have conversations that challenge each other, and challenge big topics





# ILCMA DEI Committee 2024 Goals

- DEI web page on ILCMA's website
  - Develop ILCMA newsletter articles on DEI
  - Outreach to local government management professionals to join ILCMA
  - Review and recommend changes to the ILCMA bylaws for the Board's consideration
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# Creation of a Dedicated Webpage on ILCMA Site Regarding DEI

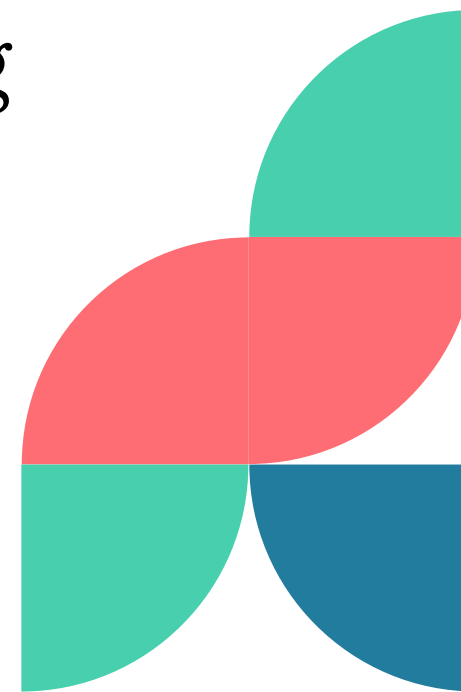
- Information about diverse groups in local government management (affinity groups)
- Resources for communities
- Lists of monthly observations that celebrate our communities' diversity

# Develop ILCMA Newsletter Articles

- Share information with the ILCMA membership regarding DEI efforts being implemented by the committee
- Across the state bringing attention to amazing work being done in communities highlighting DEI initiatives



# Outreach to Local Government Management Professionals in Chicago's Southern Suburbs

- Intentionally reach out to managers/administrators/assistant managers (especially in Chicago's Southern suburbs) who are currently not involved in ILCMA
  - Learn of any potential barriers for non-participation and share information about the value of being an ILCMA member
  - Meet and greet, information sharing about the organization and upcoming conferences and professional development activities
  - Scheduled for August 9
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# Recommend Changes to ILCMA By-laws

- ILCMA Board asked the DEI Committee to do a comprehensive review of the ILCMA bylaws through a welcoming and inclusive lens
- ILCMA has been very intentional about seeking to include individuals across the Association that represent the totality of the membership which aligns with the Mission Statement
  - “We will dedicate our time and resources to expand diversity within our board, leadership positions, committees, membership, etc.”
- Intent to show we are a welcoming organization and provide a sense of belonging
- Proves we are being intentional in the selection of our board and committees and that our statement of values is not just words on paper, it’s in our actions

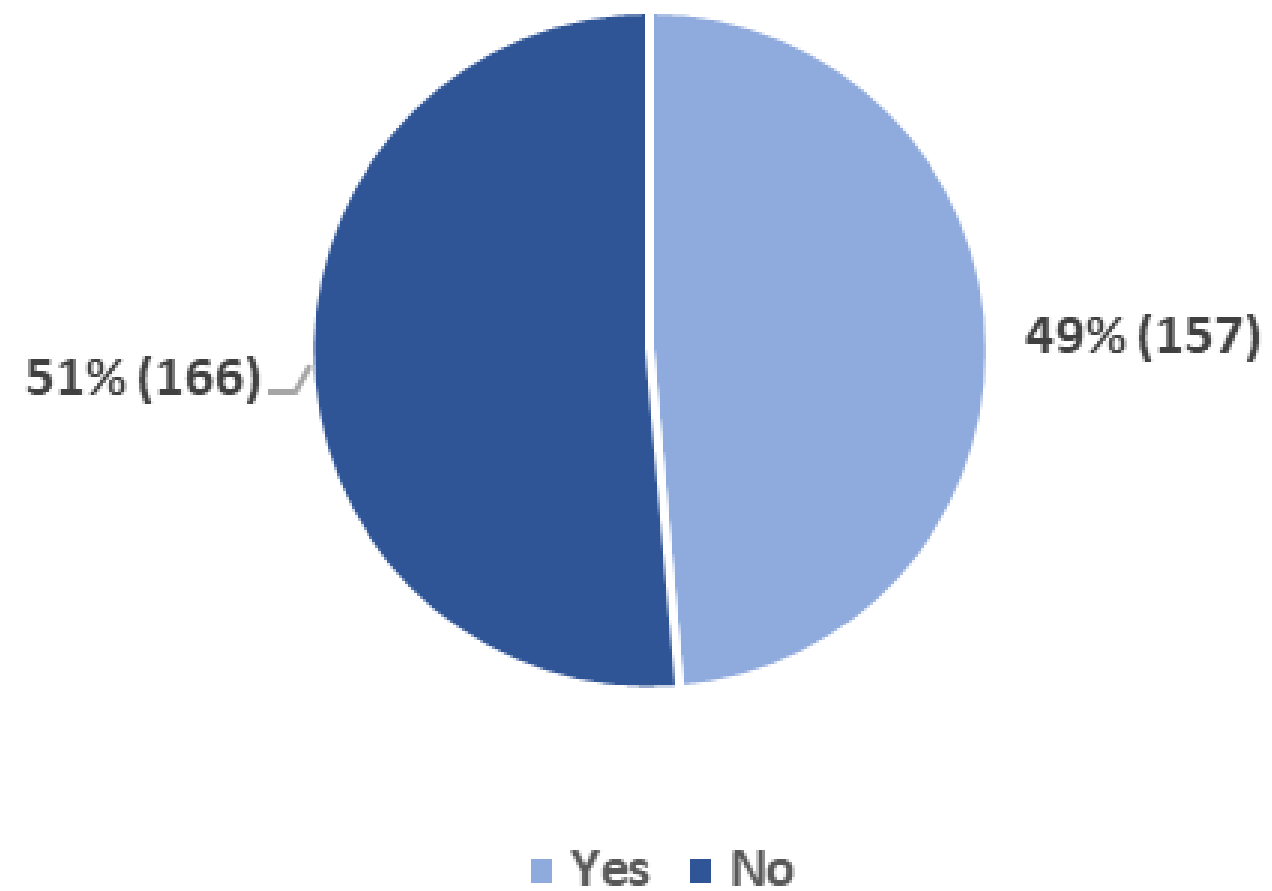


# Recommended By-Law Change

- ...encouraged to select a diverse membership (including at least one person that identifies as female, one person that identifies as LGBTQ+, and one minority member) and may request assistance from the Executive Director in determining interest in committee membership from Association members
  - Executive Board
  - ILCMA Committees
  - ILCMA Affiliate Organizations
- Shows that the ILCMA is being intentional in seeking a diverse membership to our exec board, committees and affiliate organizations
- This has been in practice for years – puts language into by-laws

# By-Law Vote Results

Additional language to pg. 6 - V. COMMITTEES  
As referenced in Section 3.C.



# Next Steps

- ILCMA Executive Board Letter – May 2024
  - Embracing diversity strengthens our Association
  - Enhances decision-making
  - Fosters an environment where all members feel valued and heard
- New ILCMA 3-Year Strategic Priorities
  - Create an environment of belonging and inclusivity within ILCMA membership
  - Action plan to follow
- DEI Committee begins new workplan in August/September

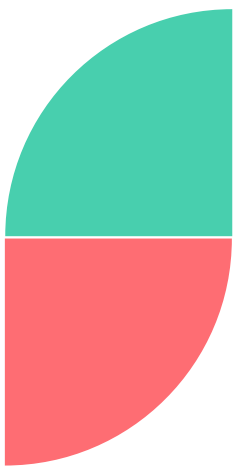




WHAT CAN WE  
LEARN FROM THIS?

# What do we mean by Practical DEI?

Concrete, discrete actions you can take to implement DEI at your workplace.







# Hiring

1. Do you have a broad applicant pool?
2. Are you evaluating the pool?





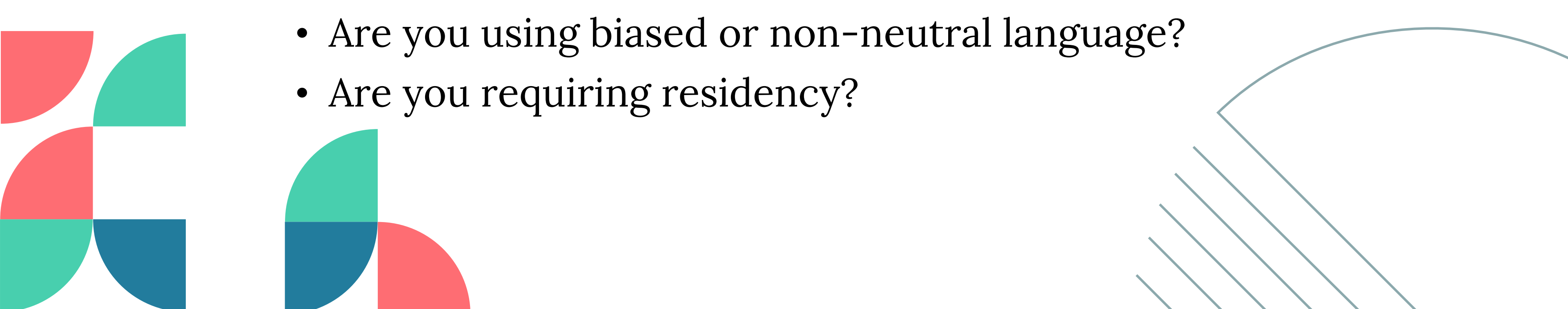
# Hiring



- What does your job posting look like?
- How are you evaluating your applicant pool?
- Who are conducting your interviews and what are they looking for?



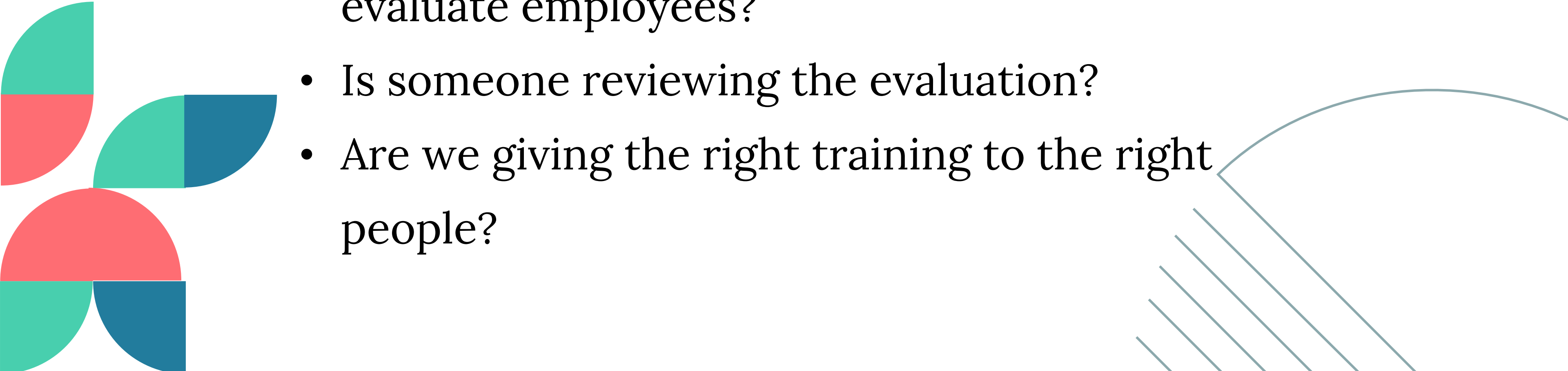
# Job Descriptions and Handbooks

- Have you critically evaluated what certifications/licenses/education you're listing.?
  - How are you describing the job or work environment?
  - Are you using biased or non-neutral language?
  - Are you requiring residency?
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# Performance Evaluations and Training

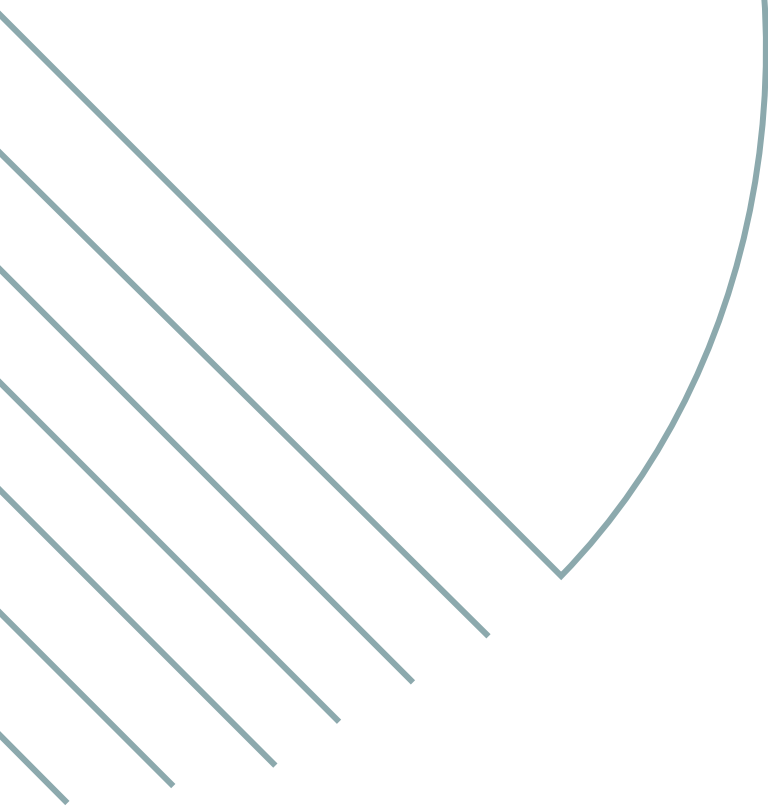
- What are you actually evaluating?
  - Have you trained your supervisors on how to evaluate employees?
  - Is someone reviewing the evaluation?
  - Are we giving the right training to the right people?
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# Pay plans



Don't be afraid of failure



Questions?

