



Agenda
Village of Glen Ellyn
Community Relations Commission
Thursday, January 11, 2024
7:00 PM
Glen Ellyn Civic Center, Clayton Room

Meeting Procedures Statement

Visitors are most welcome to attend all public meetings and can find copies of the Agenda online at www.glenellyn.org prior to the meeting. Any individual with a disability requiring reasonable accommodation in order to participate in a meeting should contact the Village of Glen Ellyn ADA Coordinator, 630-469-5000, at least five (5) business days in advance of the next scheduled meeting.

- A. Call to Order**
- B. Roll Call**
- C. Review of Minutes**
 - 1) December 14, 2023 Community Relations Commission Special Meeting
- D. Commission Liaison Reports**
 - 1) School District Liaisons
 - Park District Liaisons
 - Library Liaison
 - Village Board Liaison
 - Staff Liaison
 - Police Liaison
- E. Audience Participation**
- F. Commission Action Discussion**
 - 1)
 - DEI Resource Guide.
 - Statement Denouncing Religious Intolerance.
 - Did You Know Writeup on Martin Luther King Jr. Day.
 - Chairperson Pro-Tem
- G. Adjourn**
- H. Next Meeting - February 1, 2024**



Minutes
Village of Glen Ellyn
Community Relations
Special Meeting
December 14, 2023
7:00PM
Glen Ellyn Civic Center

Board or Commission: Community Relations
Meeting: Regular
Quorum: Yes

Date: December 14, 2023
Called to Order: 7:00 p.m.
Adjourned: 8:35 p.m.

MEMBER ATTENDANCE:

Sania Irwin	Chairperson	Present
Mir Ali	Commissioner	Present
Molly McGinnis Knapke	Commissioner	Absent
Nancy McKee	Commissioner	Present
Robert Moorehead	Commissioner	Absent
Maariya Quadri	Student Commissioner	Present
Alisha Badie	Student Commissioner	Present

Also Present:

Grant Paplauskas	Communications Coordinator	Present
Donna Jean Simon	Trustee Liaison	Absent
Dawn Bussey	Library Executive Director	Present
Elisa Pollina	Recording Secretary	Present
Stacey Lim	Director of Recreation and Facilities	Present
David McDonald	Manager of Recreation Services GE Park District	Present

Public Present:

A. CALL TO ORDER/ROLL CALL

The December 14, 2023 regular meeting of the Community Relations Commission was called to order by Chairperson Irwin at 7:00 PM at the Glen Ellyn Civic Center.

Irwin announces the new student commission appointment of Alisha Badie. The CRC welcomes Badie.

B. APPROVAL OF MINUTES FROM OCTOBER 5, 2023 & NOVEMBER 2, 2023 MEETING

APPROVAL OF MINUTES FROM October 5, 2023 COMMUNITY RELATIONS COMMISSION MEETING

MOTION BY: Commissioner McKee

SECONDED BY: Commissioner Ali

RESULT: Unanimous

APPROVAL OF MINUTES FROM November 2, 2023 COMMUNITY RELATIONS COMMISSION MEETING

MOTION BY: Commissioner Quadri

SECONDED BY: Commissioner Ali

RESULT: Unanimous

C. COMMISSION LIAISON INTRODUCTIONS/REPORTS

1. *Trustee Report* – No report

2. *Park District Liaison Report* – Manager McDonald provides updates on recent events and ongoing initiatives. The Shop with the Cops event, Blood Drive, and Toy Drive were successfully conducted. In January, a free event called Frozen Fest is planned. The department continues to offer Holiday Light recycling. Tax services for seniors will be available from February through April, and appointments can be scheduled. There's also a partnership with the library to offer bingo for seniors. Ongoing renovations include Ackerman's interior (expected to finish by the end of January) and ongoing renovations at Sunset Pool.

3. *Library Liaison Report* – Director Bussey informs the commission of the library's busyness with high school and college students. As foot traffic increases, so does the frequency of incidents. On December 13, in our café space seating area, there were a group of women speaking a different language to each other. An individual sitting at a nearby table told them to speak English because they are in the United States. These incidents are happening right in our community. Bussey emphasizes the significance of discussing these incidents happening in the community.

4. *Staff Report* – Staff Liaison Paplauskas announces that Patrick Brankin has been

officially promoted to Finance Director. He successfully guided the village through the budget process, which was approved on Monday night. Additionally, Sign of the Whale Antiques, a local business, has been designated as a historic building, receiving landmark status for added protection of its integrity.

Chairperson Irwin provides an update from Vicki Fitzmauras, a Midwest Soaring representative. They are currently awaiting the grant money for the McKee House, the organization is recovering from the recent Pow Wow.

D. PUBLIC PARTICIPATION – None

E. ADDRESSING THREATENING INCIDENTS

1. Chairperson Irwin provides a personal: The intent and purpose of the Glen Ellyn Community Relations Commission as noted in the village code section 2-10-2 reads: Glen Ellyn strives to be a community that welcomes, respects and engages all people in all aspects of village life including employment, commerce, housing, recreation, faith practices, access to resources and civic engagement. There have been recent troubling incidents in our village that are counter to this commission's commitment to fostering an environment that is welcoming, inclusive and respectful to all individuals. On October 16, 2023, a group of female Muslim Glenbard West students were harassed because of their attire and faith. On December 8, a family home in Glen Ellyn was targeted with anti-Semitic speech. These are unacceptable. Such intolerant behavior has no place in our community. It must be restated that Glen Ellyn stands against hateful sentiments. Irwin passes the floor to Margaret DeLarosa, President, Board of Education District 87. DeLarosa states we are committed to equity and inclusion in our schools. Students must feel safe in order to be successful. This incident is alarming and we don't want students to feel they don't belong in our community. We are hoping inclusivity will become the fabric of who we are. We want to support this commission's efforts. I am alarmed of the recent incident at the library. At the school level, we educate our teachers on diversity, equity and inclusion. We feel it important for the success of our students. Irwin states, the letter submitted by the Board of Education is incredibly powerful (see attached letter). Irwin thanks Margaret DeLarosa and Dr. Larson for their support.

Chairperson Irwin inquires if Student Commissioner Quadri, a Glenbard West graduate, has any comments. Quadri responds, "One of my friends at GBW informed me of a similar incident that happened to her. It is heartbreaking, and I am glad that it did get reported, and we are taking steps to raise awareness. I personally have walked into places where I feel I am not welcome. I am hoping that most of the community is aware, and we can go about making changes.

Margaret DeLarosa adds, I would encourage students to come forward and report such incidents to an adult at the time of the conflict in order for us to be on high alert and address.

2. Incident of December 8 – Irwin states two individuals approached a residence and kicked the front door. One of the suspects made anti-Semitic comments before

leaving the property. The police were alerted but were unable to locate the suspects; the incident is still under investigation. There was video footage of the incident. Irwin states the video is very troubling. These suspects clearly knew the faith of these residents. Many people are being targeted in the village such as Muslim students, Jewish families, and people speaking different languages. This is not acceptable behavior in the village. Chairperson Irwin reads the existing resolution adopted by the Village Trustees on February 25, 2019. She asks the CRC on whether a statement should be crafted in light of recent incidents, to be presented to the Village Board in January. Emphasizing the importance of making a statement, she underscores the need to convey that such behavior is unacceptable.

Student Commissioner Badie suggests the addition of an anonymous hotline for students to report incidents, highlighting the importance of promoting its existence. Margaret DeLarosa notes the presence of a hotline and encourages the commission to urge the village to create a visual statement for local businesses. Chairperson Irwin commits to drafting a statement and will send it to the commission for feedback.

F. COMMISSION ACTION DISCUSSION

1. DEI Resource Guide – Chairperson Irwin reports Commissioners Ali and Moorehead have created a draft of the resource guide (see attached). She requests input from the commission for any further changes. Irwin goes through her proposed edits with the commission. Commissioner Ali will circulate the revised document for additional feedback and approval.

2. World on the Move Exhibit at Glen Ellyn Public Library- Director Bussey announces that the exhibit is set to ship to the library around July 22, with public access from July 27 to August 22. Irwin asks the commission if they would like to be promotional partner for this event.

Commissioner Quadri motions to be a promotion partner for the World on the Move Exhibit; Commissioner McKee seconds the motion.

3. 2024 Meeting Schedule – The Community Relations Commission meetings are scheduled for the first Thursday of the month. The January meeting will be rescheduled for January 11.

4. CRC Banner – Budget and Parade Banner – Chairperson Irwin asks Staff Liaison Paplauskas if there is money in the budget to create a banner. Paplauskas states yes. Commissioner McKee will work with Chairperson Irwin to create the banner.

G. ADJOURNMENT & NEXT MEETING DATE

Commissioner Badie motions and Commissioner Ali seconds to adjourn the meeting. The meeting was adjourned at 8:35 p.m.

The next meeting – January 11, 2024.

Submitted by Elisa Pollina, Recording Secretary

Reviewed by Grant Paplauskas, Staff Liaison



Community Relations Commission Statement Against Religious Intolerance

January 2024

Glen Ellyn Community Relations Commission is committed to fostering an environment that is welcoming, inclusive, and respectful to all individuals. The Intent and Purpose of the Commission, as noted in the Glen Ellyn Village Code, reads:

“Glen Ellyn strives to be a community that welcomes, respects, and engages all people in all aspects of Village life, including employment, commerce, housing, recreation, faith practices, access to resources, and civic engagement.”

There have been recent troubling incidents in our Village, that are counter to this Commission’s commitment and purpose.

We highlight two such incidences. On October 16, 2023, a group of female Muslim Glenbard West students were harassed because of their attire and faith. A family home in Glen Ellyn was targeted with anti-Semitic actions and speech on December 8, 2023. These are UNACCEPTABLE. The Commission condemns behavior that propagates hatred.

The Community Relations Commission wants to reaffirm, and unequivocally restate, that the Village stands against hateful sentiments, including anti-Muslim and anti-Semitic acts, speech, and targeting of individuals because of their faith. Our goal is to cultivate a community that is safe and supportive of all of the diverse individuals who reside, study, work, visit, and interact with the Village, including our Muslim and Jewish neighbors.

The Commission understands that addressing issues such as religious intolerance and ethnocentrism requires all of our involvement. We are dedicated to a culture of respect and understanding, and committed to ensuring that our Village is, and remains, equitable and inclusive for all our diverse community members.

DIVERSITY, EQUITY, AND INCLUSION (DEI) RESOURCE GUIDE



Community Relations
Commission
January 2024

DISCLAIMER

This Diversity, Equity, and Inclusion (DEI) Resource Guide serves as an informational tool regarding matters of Diversity, Equity, and Inclusion. While it offers valuable insights for appreciating diversity, driving equity, and fostering an inclusive environment, please be aware of the following:

- The guide is not intended for legal purposes. Always consult with appropriate legal professionals when in doubt.
- The information contained herein may be outdated over time.
- The Village of Glen Ellyn and its Community Relations Commission cannot ensure the accuracy or validity of information associated with third-party external references and links found within this guide. Relying on such information is at one's own discretion and risk.

Table of Contents

1	<i>INTRODUCTION.....</i>	3
2	<i>DOCUMENT ORGANIZATION.....</i>	3
3	<i>GLEN ELLYN COMMUNITY RELATIONS COMMISSION.....</i>	3
4	<i>GLEN ELLYN DIVERSITY, EQUITY, AND INCLUSION POLICY.....</i>	4
5	<i>GLEN ELLYN DIVERSITY, EQUITY, AND INCLUSION LENS.....</i>	5
6	<i>GLEN ELLYN DIVERSITY, EQUITY, AND INCLUSION PROJECT.....</i>	6
7	<i>EMBRACING ALL THROUGH DIVERSITY, EQUITY, AND INCLUSION.....</i>	8
8	<i>DIVERSITY, EQUITY, AND INCLUSION IMPACTS IN THE WORKPLACE.....</i>	9
9	<i>PRACTICES FOR IMPLEMENTING DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE.....</i>	10
9.1	<i>DEI Audit: Understanding the State of Your Organization.....</i>	11
9.2	<i>DEI Team: Assessing Audit Results.....</i>	12
9.3	<i>DEI Goals and Objectives Setting.....</i>	12
10	<i>REFERENCES AND RESOURCES.....</i>	12

1 INTRODUCTION

Empowering the community with pertinent information and resources is a top priority for the Glen Ellyn Community Relations Commission (CRC) and the Village of Glen Ellyn. This Diversity, Equity, and Inclusion (DEI) Resource Guide represents our earnest endeavor to offer a foundational framework to community members, businesses, and all stakeholders, who are keen on strengthening inclusivity, and bolstering equitable treatment of all diverse members of our community.

We encourage everyone to approach these resources with an open mind, and the understanding that creating and sustaining an inclusive environment is an evolving journey. We are all in this together.

2 DOCUMENT ORGANIZATION

This Diversity, Equity, and Inclusion (DEI) Resource Guide is organized to provide content and context relative to Diversity, Equity, and Inclusion, in the Glen Ellyn setting, and beyond. Topics are organized as outlined below.

- Framework, Policies, Guidance, Analysis, Resources, and more, in the Glen Ellyn context. This includes:
 - [Glen Ellyn Community Relations Commission](#).
 - [Glen Ellyn Diversity, Equity, and Inclusion Policy](#).
 - [Glen Ellyn Diversity, Equity, and Inclusion Lens](#).
 - [Glen Ellyn Diversity, Equity, and Inclusion Project](#).
- [Embracing All Through Diversity, Equity, and Inclusion](#).
- [Diversity, Equity, and Inclusion Impacts in the Workplace](#).
- [Practices for Implementing Diversity, Equity, and Inclusion in the Workplace](#).
 - [DEI Audit](#).
 - [DEI Team](#).
 - [DEI Goals and Objectives Setting](#).
- [References and Resources](#).

3 GLEN ELLYN COMMUNITY RELATIONS COMMISSION

The Glen Ellyn Community Relations Commission (CRC) is devoted to bolstering the aspirations of Glen Ellyn, envisioning it as a community that welcomes, respects, and engages everyone in every facet of Village life. The CRC works to realize these aspirations through active involvement with the community and Village institutions. The CRC sets benchmarks for efforts supporting Diversity, Equality, Equity, and Inclusion; educates those who live, work, play, study, interact with, or visit the Village, on these topics; reports on associated initiatives; and acts as a touchpoint for community members.

The key objectives of the Community Relations Commission include:

- Encouraging Inclusivity – Championing policies, programs, events, actions, and communications that help ensure Glen Ellyn remains a community where everyone feels welcomed, respected, and engaged. This applies to all aspects of Village life, encompassing employment, commerce, housing, recreation, faith practices, resource access, and civic involvement.
- Community Engagements – Actively engaging with the community and its institutions, plus communicating benchmarks for continuous efforts in achieving Diversity, Equality, Equity, and Inclusion. Additionally, educating the village populace on related topics and initiatives, and serving as a key point of contact.
- Issue Reviews – Assessing and addressing concerns related to Diversity, Equality, Equity, and Inclusion. These concerns may originate from CRC members; be presented by individuals, organizations, or groups; or be requested by the Board of Trustees. An important goal of the CRC is to tackle community relations issues, and ensure fair and equitable treatment of everyone in Glen Ellyn.
- Additional Responsibilities – The CRC is prepared to undertake any other functions or responsibilities as delegated by the Board of Trustees.

Since being re-established in October 2021, the Community Relations Commission has created a [DEI Policy](#) for the Village and developed a [DEI Lens](#); has applied those in providing inputs to the [Village's Comprehensive Plan](#); has articulated statements and postings to create awareness; and has made community outreach, hosted events, and formed partnerships towards building a more inclusive community. Please refer to the CRC Impact Reports posted on the [Community Relations Commission page](#), to learn more about the work of, and the progress made by the commission.

Values are reflected through policies and their implementation. As such, we feel it important to highlight below, the [DEI Policy](#) articulated by the Community Relations Commission, and adopted by the Village Board of Trustees; as well as the associated [DEI Lens](#) outlined by the commission to help the Village put the policy in practice.

4 GLEN ELLYN DIVERSITY, EQUITY, AND INCLUSION POLICY

The Village of Glen Ellyn is fully committed to Diversity, Equity, and Inclusion (DEI) in principle and in practice. The Village strives to be an inclusive and equitable community, that embraces and champions diversity, and welcomes, respects, and engages all people in all aspects of Village life, including employment, commerce, housing, recreation, faith practices, access to resources, and civic engagement. Diversity, Equity, and Inclusion are central to the Village's current and future success.

Definitions

- Diversity: Psychological, physical, and social differences that occur among any and all individuals.
- Equity: The guarantee of fair treatment, access, opportunity, and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- Equality: The state of being equal, especially in status, rights, and opportunities.
- Inclusion: The act of creating environments in which any individual or group can be and feel fully welcomed, respected, supported, and valued in order to bring their full authentic selves to the community. An inclusive and welcoming climate embraces differences and offers respect in words, actions, and thoughts of all people.

There shall be no barriers to full participation in the Village.

5 GLEN ELLYN DIVERSITY, EQUITY, AND INCLUSION LENS

Questions to ask when examining work through a DEI Lens.

To ensure a commitment to DEI, the Village should understand how a decision will impact the Village's reputation and commitment to Diversity, Equity, and Inclusion by asking the following questions.

Who is involved in the process?

- Are key stakeholders meaningfully included?
- Is this work that impacts a group or community? If so, is their voice represented?
- Does diversity impact the decision? How diverse is the group of decision makers? Is it diverse enough?
- Does the initiative include an awareness campaign prior to mandatory or suggested implementation?

Who will be impacted?

- Who benefits from this?
- Who is burdened by this? What are the potential negative impacts?
- What data or evidence supports this?
- Have we considered various, specific marginalized groups, and how they might be impacted?
- Have we circled back to have the impacted groups present at the table for revisions, rewrites, and reimplementation?

What are the intended and unintended outcomes?

- What issue are we trying to solve?
- What do we hope will happen?

- Have we uncovered additional or interrelated issues as we approach this work?
- Have we properly addressed the concerns of those who may disagree with this initiative?
- Is there a voice or voices who can provide a consistent critical analysis of this work?
- How might this be perceived by others?

Does this align with our vision for an equitable and inclusive entity?

- How is equity addressed?
- What barriers might this place in the way of achieving equity?
- What changes could be made to make this more equitable?

6 GLEN ELLYN DIVERSITY, EQUITY, AND INCLUSION PROJECT

In January 2021, various organizations and residents of Glen Ellyn initiated a DEI Project, aiming to spark discussions on how the Village can become a more welcoming community. Participants from diverse groups delved into discussions about Diversity, Equality, Equity, and Inclusion. Representatives included the B.R. Ryall YMCA, College of DuPage, DuPage United, Glen Ellyn Allies for Racial Justice, Glen Ellyn Children’s Resource Center, Glen Ellyn Public Library, Glen Ellyn Park District, Glen Ellyn Police Department, Glen Ellyn Youth and Family Counseling Service, Glenbard Early Childhood Collaborative, One Community, and School Districts 41, 87, and 89. Over the span of the project, RGW Consulting, LLC, led by Rasheeda Graham Washington, facilitated fifteen panels, discussions, and affinity group conversations, which involved more than 180 community members across 25 hours. Here, we present an executive summary of RGW’s Discovery Report.

The DEI Project was grounded in the belief that the Village of Glen Ellyn thrives when the community collaboratively reflects on its values and functions, using this self-awareness as a lens for growth and discovery. The Village is dedicated to exemplifying its DEI commitment by actively listening to its residents and crafting a cohesive strategy across agencies rooted in the feedback of its diverse stakeholders.

The DEI Project objectives included:

- Participants reflecting on the equity journey the Village and its entities have undertaken so far, analyzing both aspirational goals and realized outcomes.
- Participants playing a vital role in shaping and influencing the perceptions that arise during intersectional listening sessions and subsequent recommendations reporting.
- Participants drawing insights from the experiences and information shared throughout the intersectional discovery process.
- Participants being equipped to act upon recommendations that emerge from their engagement in the DEI Project's findings.

During various sessions, several recurring themes became evident among participants:

- Concerns about ensuring equal access to Village boards and commissions, food security, healthcare, housing, schools, services like libraries and parks, volunteer opportunities, and more; allowing every resident, irrespective of their background, to participate in Village decision-making, events, and policymaking.
- Worries that the Village's residents, businesses, and leaders might not be adapting to contemporary shifts in politics and demographics.
- Observations that Village representation may appear homogeneous and not sufficiently inclusive, potentially sidelining people of color, those from diverse ethnicities, and other backgrounds.
- Concerns that a "Not In My Back Yard" mindset might hinder the Village from making progress on pivotal DEI matters, such as affordable housing and food security.

Based on these objectives and concerns, and incorporating feedback from participants, RGW Consulting produced the Discovery Report.

The report summarizes some strengths recognized across various Village entities:

- A genuine willingness among Village entities and individuals to recognize and address different inequities, whether they're cultural, individual, operational, or systemic, present in the Village.
- A heightened awareness of existing gaps in DEI practices and the necessity to integrate diverse populations into boards, commissions, administrative staff roles, school districts, community groups, and more. This is particularly crucial given that many of these groups predominantly comprise of middle- to upper-class White individuals.
- A strong resolve among leadership and governing bodies to evolve into better community allies by acknowledging areas of improvement and actively striving to establish partnerships deeply rooted in DEI values.

The Discovery Report also notes several challenges:

- Within the Village, there is a tendency for some individuals to marginalize others based on differences such as culture, education, gender, race, and socioeconomic status. This leads to hierarchical power dynamics, evident in the fact that most boards, commissions, and organizations are predominantly led by White men.
- Some community members view DEI as anti-White and anti-American. They argue that the predominant White, middle-class taxpayers should have more influence in decisions than residents from other backgrounds in the Village.
- The challenges of addressing entrenched perspectives on race and diversity in Glen Ellyn result in hesitancy around DEI initiatives. The fear of making mistakes related to

DEI, including creating the appearance of diversity without including people in a meaningful way, make it difficult to motivate diverse community representatives to assume leadership roles.

In light of these findings, the Discovery Report suggests several action items:

- Pursue ongoing DEI initiatives to foster a sense of belonging among all residents and boost community engagement.
- Establish an equity advisory team comprising diverse representatives from the Village's governing bodies and community organizations to provide insights on processes and protocols.
- Develop shared DEI language and terminologies among governing bodies, administrations, staff, and community organizations.
- Advocate for the representation of marginalized groups in decision-making processes about DEI definitions, policies, programs, and approaches, ensuring their needs and desires are genuinely understood and addressed.
- Guarantee that communications from the Village's governing bodies are accessible to everyone in the Village, regardless of ethnicity, race, religion, or socioeconomic status.
- Set procedures and timelines for regularly assessing the impact and effectiveness of DEI initiatives.
- Pinpoint the ideals, intentions, and impacts associated with DEI goals for individuals, organizations, all taxing bodies, and community entities.
- Integrate DEI objectives into the Village's Comprehensive Plan, as well as into the strategic plans, policies, and procedures of organizations.
- Periodically review and update processes, protocols, and procedures to ensure DEI principles are woven into the fabric of our community.

The Glen Ellyn Community Relations Commission has tackled, and continues to address many of the action items outlined in the Discovery Report. Further details, findings, and recommendations from the DEI Project are available at the [Glen Ellyn DEI Project Summary page](#), while information on the work and impact of the CRC on these topics are available at the [Community Relations Commission page](#).

7 EMBRACING ALL THROUGH DIVERSITY, EQUITY, AND INCLUSION

Diversity, Equity, and Inclusion (DEI) represent a framework that champions the just treatment and full participation of everyone, within communities and workplaces. It pays particular attention to groups historically marginalized or subjected to discrimination, and aims to ensure that everyone feels a sense of belonging.

Diversity extends well beyond race, encompassing a myriad of human differences. It includes race, ethnicity, color, gender, gender identity, socio-economic status, educational background, language, culture, religion, age, ability, neurodiversity, military status, political perspective, attire, physical appearance, and more. These elements – ranging from socio-economic and educational experiences, to beliefs and practices, to body characteristics, to clothing choices, for example – collectively shape our unique identities and perspectives. Each individual's distinct background and self-expression contributes to the rich diversity of our communities.

Recognizing individual attributes is essential, however affirming differences alone isn't sufficient. Just as crucial is taking equitable steps towards equality. This entails understanding needs, directing resources judiciously, and fostering fair outcomes for all. In essence, equity means instituting just practices that enable everyone to flourish.

Inclusion further strengthens this commitment of striving for equitable treatment, and appreciation of diversity. At its heart, inclusion not only ensures equitable access and opportunities irrespective of one's background, but also creates a genuine sense of community – sidestepping implicit biases, discrimination, and intolerance.

8 DIVERSITY, EQUITY, AND INCLUSION IMPACTS IN THE WORKPLACE

According to a summary of [Why Diversity Matters](#), adapted from the underlying [Diversity Matters](#) study by McKinsey & Company (Hunt, et al., 2015), organizations that prioritize Diversity, Equity, and Inclusion (DEI) tend to be more successful.

Diversity can have the following impacts on an organization:

- Broadened Perspective – Embracing diversity brings a multitude of perspectives to an organization. This can not only resonate with the primary target audience, but also allows an entity to reach previously untapped markets. A diverse team can relate to a wider range of potential clients.
- Increased Profitability – The link between a diverse workforce and increased profits underscores the value of varied perspectives in a competitive global economy and market.
- Employee Satisfaction – DEI initiatives can promote a sense of belonging among employees. When staff feel valued, and believe that their unique insights are recognized, it often results in heightened productivity and engagement.

Embracing diversity means acknowledging the multitude of identities present in an organization. Here are some facets of diversity that may be considered:

- Ethnic Diversity – Do employees in the organization come from similar cultural backgrounds, or do they represent diverse traditions and experiences?

- Gender Diversity – What's the representation of men, women, and nonbinary individuals in the organization?
- Age Diversity – Does the workplace consist mainly of one generation, or is there a blend of age groups?
- Socio-Economic Diversity – Does the workforce primarily represent a particular economic class, or are there employees from various economic backgrounds?
- Religious Diversity – Beyond acknowledging widely recognized holidays like Christmas, does the organization respect and recognize diverse religious observances and traditions?
- Sexual Orientation Diversity – Does the organization use inclusive language when discussing relationships, or is there an over-reliance on terms like "husband" and "wife" instead of more inclusive terms such as "spouse" or "partner"?
- Physical Ability and Neuro-Diversity – Is the organization designed to be accessible to everyone, regardless of physical ability or neurodivergence? Is the organization compliant with standards like the Americans with Disabilities Act (ADA)?

When cultivating an inclusive environment, organizations should reflect on considerations such as those noted above. It helps build workplaces that actively combat explicit and implicit biases, ensuring every member feels valued and respected.

Encouraging a diverse and inclusive environment benefits all – enhancing profitability, employee satisfaction, and overall success.

9 PRACTICES FOR IMPLEMENTING DIVERSITY, EQUITY, AND INCLUSION IN THE WORKPLACE

Embracing Diversity, Equity, and Inclusion (DEI) in any organization can be a transformative journey. While the intent to cultivate an inclusive environment is often genuine, without the right foundation, such endeavors might not yield the desired outcomes. It's essential to recognize the subtle presence of implicit bias, which can be a barrier to creating an atmosphere of true equity and belonging.

Different strategies can be adopted for DEI integration, with a few pivotal elements outlined below:

- Institutional Commitment – It is paramount that an organization as a whole is committed to DEI goals. While some resistance to DEI is expected, the onus is on senior leadership to champion these values. Commitment from the top signals to the entire organization that DEI isn't just a formality, but a core value. A growing body of research underscores the profound benefits of such an approach. When leadership is accountable, it catalyzes a positive cascading effect throughout the organization.

- **Honest Self-Reflection** – A genuine DEI effort often starts with an introspective look at the current organizational culture and climate. It's about recognizing where the organization currently stands, which shapes the vision for the future, and the path to get there. Engaging senior administration in this process is crucial, as they set the organization's tone and direction.

With the above in mind, a journey to deepen DEI values in an organization, can leverage the following steps:

- **Conducting a DEI Audit** – To assess existing DEI related institutional culture in the organization.
- **Forming a DEI Team** – To assess findings from the DEI audit and offer insights.
- **Setting DEI Goals and Objectives** – To move the organization further along in championing Diversity, Equity, and Inclusion.

9.1 DEI Audit: Understanding the State of Your Organization

A cornerstone of incorporating DEI practices into an organization, can involve conducting an internal DEI audit. Self-reflection through an analysis of the organization's DEI Strengths, Weaknesses, Opportunities, and Threats (SWOT) often provides invaluable insights about the starting point. For assistance on this, consider the following resources:

- [Diversity, Equity & Inclusion: Conducting a Self-Audit](#) (Cara Crotty; Constangy, Brooks, Smith & Prophete; Columbia, South Carolina).
- [How to Conduct a Diversity, Equity, and Inclusion \(DEI\) Audit at the Enterprise Level](#) (Ten Thousand Coffees Team, September 12, 2023).
- [What is Diversity Audit? Importance, Scope, How to Start, Audit Tools](#) (Jose Mandi at [Diversity for Social Impact](#), May 12, 2022).

During the process of an internal DEI audit, consider addressing the following questions:

- Does the organization genuinely value Diversity, Equity, and Inclusion?
- What concrete measures are there to promote inclusion?
- Is there equitable representation of all races in the workplace?
- How do you perceive the level of inclusion in your workplace?
- Does the organization prioritize DEI at the strategic and operational levels?
- Do leaders recognize the significance of diversity for employee success?
- Is there a disparity in pay based on gender, race, ethnicity, or sexual identity?
- Are all cultural and racial backgrounds treated with respect in the workplace?
- Do you feel valued and heard within the organization?
- Do you experience a sense of belonging? If not, why?
- How committed is the organization to fostering diverse teams?

- Does the organization's hiring methodology ensure everyone feels welcome, accepted, and treated fairly, or does it unknowingly perpetuate biases?
- Is there a provision in the workplace for diverse needs, such as gender-neutral restrooms, accessible infrastructure for staff with physical challenges, lactation rooms, prayer spaces, etc.?

9.2 DEI Team: Assessing Audit Results

Post an internal DEI audit, it is time to interpret the results, engage in dialogs, and explore approaches to addressing the findings of the audit.

When assembling a DEI team to assess audit findings and offer insights, it's pivotal that the team mirror the entirety of the organization. This means including representatives from a broad spectrum, not just from minority groups.

9.3 DEI Goals and Objectives Setting

Constructing an inclusive organizational culture demands dedication over time, mirroring the saying "Rome wasn't built in a day." Pursue DEI objectives with enduring commitment, even if results aren't immediate. While the internal DEI audit may reveal numerous insights, avoid the temptation to address everything simultaneously. Strategically segment the objectives, progressing from short-term to long-term goals.

Craft goals that are "S.M.A.R.T" – Specific, Measurable, Achievable, Relevant, and Time-bound. Refrain from nebulous objectives, instead, anchor your goals in actionable, measurable tasks. In the DEI sphere, prioritize realistic and tangible objectives that will genuinely foster a more inclusive environment.

10 REFERENCES AND RESOURCES

Glen Ellyn Diversity, Equity, and Inclusion – Initiatives, Policies, and Practices

- [Glen Ellyn Community Relations Commission](#) - Intent and Purpose, Work Products, Impact Reports, etc.
- [Glen Ellyn Diversity, Equity, and Inclusion Policy](#).
- [Glen Ellyn Diversity, Equity, and Inclusion Lens](#).
- [Glen Ellyn DEI Project](#).
- [Glen Ellyn DEI Project – Overview of Findings](#).
- [Glen Ellyn Comprehensive Plan](#).

Diversity Impacts in the Workplace

- [Why Diversity Matters](#); Hunt, Layton, and Prince; McKinsey & Company, January 2015.
- [Diversity Matters](#); Hunt, Layton, and Prince; McKinsey & Company, February 2015.

Diversity, Equity, and Inclusion – Organizational Strategies and Approaches

- [How Businesses Can Create an Effective DEI Framework](#); U.S. Chamber of Commerce, November 18, 2021.
- [DEI \(Diversity, Equity, and Inclusion\) Checklist](#); University of California, Berkeley – Haas School of Business.
- [12 Ways Companies Are Boosting Their DEI](#); Dale Buss, Society of Human Resource Management (SHRM), March 9, 2022.

Diversity, Equity, and Inclusion – Implementation Guidance

- [Diversity, Equity & Inclusion: Conducting a Self-Audit](#); Cara Crotty; Constangy, Brooks, Smith & Prophete; Columbia, South Carolina.
- [How to Conduct a Diversity, Equity, and Inclusion \(DEI\) Audit at the Enterprise Level](#); Ten Thousand Coffees Team, September 12, 2023.
- [What is Diversity Audit? Importance, Scope, How to Start, Audit Tools](#); Jose Mandi at [Diversity for Social Impact](#), May 12, 2022.



Community Relations Commission *Did You Know ...*

January 2024

Martin Luther King, Jr. Day

“On November 2, 1983, President Ronald Reagan signed the King Holiday Bill into law, designating the third Monday in January a federal holiday in observance of civil rights leader Dr. Martin Luther King, Jr. The legislation to recognize Martin Luther King Jr. Day was first introduced just four days after his assassination on April 4, 1968. Still, it would take 15 years of persistence by civil rights activists for the holiday to be approved by the federal government and an additional 17 years for it to be recognized in all 50 states. Today, it is the only federal holiday designated as a national day of service to encourage all Americans to volunteer and improve their communities.”

Source: [National Museum of African American History & Culture, Smithsonian Institution.](#)

Additional Resources

[The 15 Year Battle for Martin Luther King, Jr. Day – National Museum of African American History & Culture, Smithsonian Institution.](#)

[Infographic: Martin Luther King, Jr. Day, Changes in the Nation’s Black or African American Population Since 1964 \(January 2023\) – U.S. Census Bureau.](#)

[Infographic: Black Education on the Rise, Population Age 25 or Older With Bachelor’s Degree or Higher \(January 2023\) – U.S. Census Bureau.](#)