



Equity Task Force

Friday, November 17, 2023, 10 a.m.

Join Zoom Meeting

MEETING AGENDA

Welcome & Introductions

Task Force Imperative

- DEI Goals
- 2024 Work
- Committee Transition
 - Leadership: Chair and Vice Chair

Client Experience

- Job Center Customer Satisfaction Survey

Stakeholder Engagement

- [LCWBD Stakeholder Engagement Survey](#)

Program Evaluation

- [IWIB Evaluation Toolkit](#)

Committee Follow-up Items

- Taskforce Member Recruitment
- [Inclusive Leadership in Action Campaign](#)

Closing Remarks

2023 Meetings: 2nd Fridays at 10:00 AM

January 12

March 8

May 10

August 9

October 11

DEI Goals

Goal: Strengthen understanding of the interrelationship between diversity, inclusion, and equity through education and training.

Actions:

- Sponsor workshops and forums to educate and promote discussion on topics that impact today's workforce system, such as the business case for diversity and inclusion, applying an equity lens in policy review and generational and cultural differences.
- Partner with organizations such as but not limited to NAWB and IWIB to integrate D&I education and training at the state and national level.
- Strengthen D&I and EEO knowledge, understanding, and awareness by making available tools and resources on the Job Centers of Lake County's web page.

Goal: Communicate the workforce system's diversity, inclusion, and equitable ideals.

Actions:

- Develop and implement an ongoing, comprehensive D&I communications strategy.
- Evaluate current methods to communication (meetings, print, web, social media, etc...) to make sure they are embracing D & I.

Goal: Demonstrate leadership commitment and accountability to promote a diverse and inclusive workforce system culture.

Actions:

- Encourage workforce system leaders to routinely discuss the importance of D&I as a core organizational strategy and provide consistent, visible leadership.
- Comply with applicable laws and rules related to EEO and diversity and train all employees regarding legal requirements.
- Attempt to always create inclusive environments. One that values differences, gives everyone a voice and places importance on the whole system.
- Committed to being intentional about having crucial conversations to evaluate and develop programs to continually develop cultural competences.

Goal: Use data collection and reporting to assist in assessing workforce system D&I efforts.

Actions:

- Leverage both qualitative and quantitative metrics to manage D&I efforts, measure results, and refine strategies based on such data.

DEI Definitions

EQUITY - The effort to provide different levels of support based on an individual's or group's needs in order to achieve fairness in outcomes. Consistently striving to meet individuals where they are, while providing them with support and access to services. Working to achieve equity acknowledges unequal starting places and the necessity to correct the imbalance.

DIVERSITY - Understanding that everyone is unique and recognizing our individual differences. These can be along the dimension of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, political beliefs, or other ideologies. A focused dedication on meeting the needs of everyone in our community, especially those who have been historically underserved.

INCLUSION - A state of belonging, when persons of different backgrounds and identities are valued, integrated, and welcomed equitably as decision-makers and collaborators. Inclusion involves people being given the opportunity to grow and feel/know they belong. Diversity efforts alone do not create inclusive environments. Inclusion involves a sense of coming as you are and being accepted, rather than feeling the need to assimilate.

DISPARITIES - Disparities identifies the social inequality and advantages that affect different ages, races, income levels, degrees, etc.... within the community. These can also be seen as a result of historic oppression, inequality of inheritance, or overall racism and prejudice, especially against minority groups.

ACCESS - Freedom or ability to obtain or make use of something. Equal access in the workforce system means everyone receives fair treatment and access. When equity exists, people have equal access to opportunities.

EQUITY LENS - A racial equity lens is the set of questions we ask ourselves throughout the decision-making process. The lens interrupts the impact of unintended consequences by taking into consideration the lived experiences and perspectives of the racially diverse communities we intend to serve.



TASK FORCE MEMBERS

Chair, Carlotta Roman, Ph.D., Founder & Senior
Business Psychologist
Collective Career Consulting, LLC
info@drcarlottaroman.com
224-772-9355

Jennifer Serino, Director
Lake County Workforce Development
Jserino@lakecountyil.gov
847-377-2224

Jennifer Cooper, Placement and Alumni Manger
Youth Conservation Corps
jcooper@youthconservationcorps.org

Christine Hammerlund, CEO
Assured Healthcare Staffing
chris@assuredhealthcare.com

Carolina Fabian, Family and Community Engagement
Coordinator
Waukegan Public Schools
cfabian@wps60.org

Robbie Randle, Special Services Manager
Waukegan Township
rrandle@waukegantownship.com

Bethany Williams, Strategy & Intelligence Director
Lake County Partners
bwilliams@lakecountypartners.com

Arlene Santos-George, Dean, Adult Education & ESL
College of Lake County
asgeorge@clcillinois.edu

Gabrielle Devlin, Department Chair of Equity and ESL
Grayslake District 127
gdevlin@d127.org

Kimberly Wimer, Human Resources Manager Laser
Precision
Kimberly.Wimer@laserprecision.com

Cliff Smith, Career Specialist
Lake County Workforce Development
Csmith5@lakecountyil.gov

Felica Nixon-Gregory, Project Analyst
Lake County Workforce Development
fnixon@lakecountyil.gov

Maria Nava, Community Engagement Manager
Warren Newport Library
847-244-5150, ext. 3078
mnav@wnpl.info

Maria Colunga, Parent Liaison
Round Lake Schools
mcolunga@rlas-116.org

Ms. Tasia Fields, Equity and Inclusion Director
Waukegan Public Schools
tfields@wps60.org

Tameka Wilson, Executive Director
YouthBuild
twilson@youthbuildlakecounty.org
(847) 473-3483 x106

Rodolfo Ruiz-Velasco, Latinx Student Outreach and
Programs Coordinator
College of Lake County
(847) 543-2752
rruizvelasco@clcillinois.edu

Ms. Robbie Randle, Special Services Manager
Waukegan Township
847-244-4900
rrandle@waukegantownship.com

Michelle M. Stiff, Director
Workforce Center of Will County
mstiff@willcountyillinois.com
(815) 740-8370