

COOK COUNTY RACIAL EQUITY ACTION PLAN 2021 – 2023



Cook County Offices Under the President have outlined a *Racial Equity Action Plan* to cover 2021- 2023, the last two years of the *Cook County Policy Roadmap: Five-Year Strategic Plan for Offices Under the President*.

The *Racial Equity Action Plan* is comprised of five strategies, broken down into action steps complete with a timeline, accountability measures, performance measures, and desired outcomes. Each of these strategies aligns with the Open Communities (Good Government) policy priority outlined in the *Policy Roadmap*.

STRATEGIES

1 INTRODUCE AND IMPLEMENT RACIAL EQUITY ASSESSMENT TOOL

2 CREATE AND DRIVE ADOPTION OF RACIAL EQUITY POLICY

3 LAUNCH RACIAL EQUITY TRAINING PROGRAM FOR EMPLOYEES

4 LAUNCH AND IMPLEMENT LANGUAGE ACCESS POLICY

5 CREATE AND LAUNCH LATINX AGENDA FOR ADMINISTRATION

OUTCOMES

1 BUDGETING FOR EQUITY
APPLY RACIAL EQUITY ASSESSMENT TO BUDGET DECISIONS

2 EMBED EQUITY WITHIN ORGANIZATIONAL STRUCTURE
BUILD ON FOUNDATIONAL EFFORTS

3 BUILD INDIVIDUAL AND COLLECTIVE CULTURAL COMPETENCE
NURTURE INDIVIDUALS AND SHIFT CULTURE

4 IMPROVE PUBLIC ACCESS
INCREASE ENGAGEMENT BY REMOVING LANGUAGE BARRIERS

5 DESIGN AND BUILD LATINX STRATEGY
DEVELOP PATHWAY FOR LEADERSHIP AND UPLIFT COMMUNITY VOICES

Find the full *Racial Equity Action Plan* and learn more about Cook County's work to advance racial equity at cookcountyil.gov/service-racial-equity.