

Diversity, Equity, and Inclusion at CMAP



- My role
- Recent timeline
- Core values
- Commitment and goals



Director of Innovation and Strategic Alignment

Guide agency development of a comprehensive program to support and advance inclusion and equity, as well as the external-facing focus on inclusive growth.

This includes training programs, policies, practices, and communications to implement the core value of Pursue Equity.

CMAP's Recent DEI Timeline

2016: Founding of CMAP's Internal Diversity and Inclusion Working Group

2018: DIWG adopts formal charter

2019: Adoption of core values, creation of DISA role in Executive Office

2020: Internal DEI Workplan, CMAP membership in GARE, Board statement, more to come

Serve with passion.

We are passionate about serving the people of metropolitan Chicago. We build public trust by being good stewards of public resources and proactively sharing information.



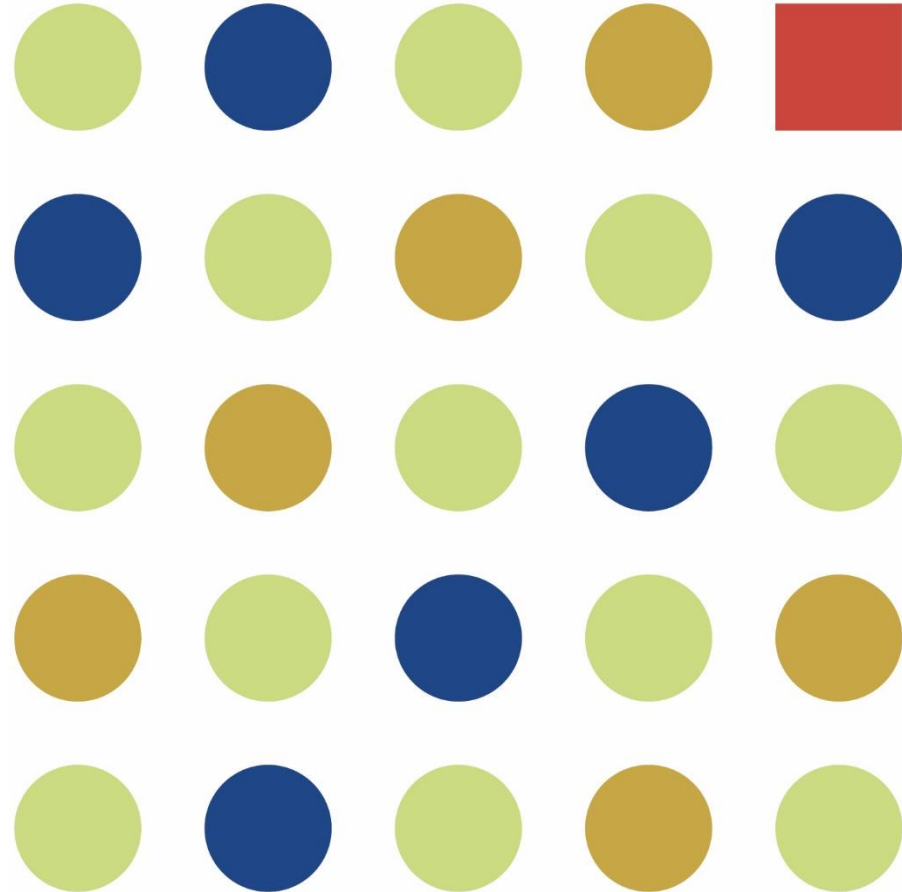
Lead with excellence.

We lead on issues that advance the region. We believe in the power of data and the story it tells. We identify and share solutions and inspire others to adapt them for their communities.



Drive innovation.

We are driven by the desire to find more efficient methods to achieve the most impact. We do this by seeking new solutions to old problems, taking calculated risks, and daring to try them.

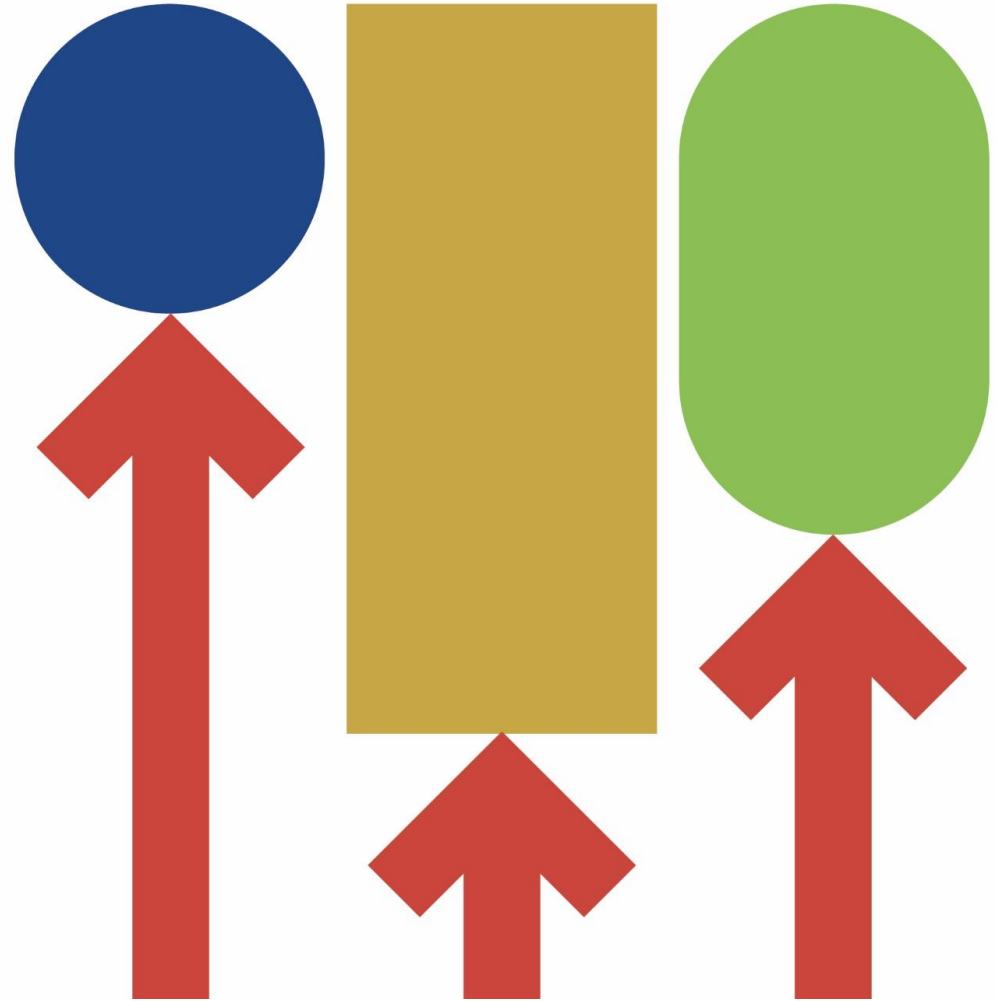


Foster collaboration.

We believe inclusion and collaboration strengthens our work. We seek out the voices of those who often go unheard or face barriers to public participation.

Pursue equity.

We are guided by the principle that everyone has a right to opportunity and a high quality of life. We work to realize equity for all.



Commitment and goals

Continual and mandatory **trainings** prioritizing inclusive culture, professional growth, management skills

Review of internal practices, **operationalize** equity focus in recruitment, hiring, evaluations, pay, promotions

Engage with local and national government organizations leading on equity

Inclusive Growth



CMAP focus areas and equity

Each of the three identified focus areas: Transportation, Climate, Regional Economic Competitiveness, is currently engaged in multiyear planning with renewed focus on equity and implementation of Inclusive Growth principle.

Discussion

What internal DEI initiatives are working well in your organizations?



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