

# City of Chicago RACIAL EQUITY ACTION PLAN

Under the City of Chicago's Municipal Code (Ch. 2-4-100), all City of Chicago departments must create and maintain Racial Equity Action Plans (REAPs) "to articulate and guide strategy aimed at advancing equity and making it a permanent pillar in all departmental workstreams." Progress on all REAPs are accounted for annually as a part of the City of Chicago's budget process. This document outlines the components of the REAP and ensures that all strategies are aligned to Chicago's citywide vision: ***All people and all communities have power, are free from oppression, and are strengthened by equitable access to resources, environments, and opportunities that promote optimal health and well-being. (HC2025)***

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## THE CITY OF CHICAGO'S DEFINITION OF EQUITY

Equity is both an outcome and a process:

As an **outcome** equity results in fair and just access to opportunity and resources that provide everyone the ability to thrive. Acknowledging the present and historical inequality that persist in our society, equity is a future state we strive to create where identity and social status no longer predestine life outcomes.

As a **process**, equity requires a new way of doing business: one that

- (1) Prioritizes access and opportunities for groups who have the greatest need.
- (2) Methodically evaluates benefits and burdens produced by seemingly neutral systems and practices.
- (3) Engages those most impacted by the problems we seek to address as experts in their own experiences, strategists in co-creating solutions, and evaluators of success.

Further, our focus is on evaluating our own strategies, interventions and resources in a way that prioritizes those who are most negatively impacted by current policies, procedures & practices.

**Racial equity** focuses on the social construction of race and how it has been used (historically and presently) to unjustly distribute opportunity and resources based on a person's skin color, heritage, ethnicity, and/or national origin. Advancing racial equity requires an analysis of systemic racism inclusive of the ways harm is created at the individual, interpersonal, institutional, and structural levels. It also requires a commitment to dismantling systems that perpetuate racialized outcomes and rebuild systems that produce systemic inclusion.

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The coordination of the development and implementation of City of Chicago REAPs is led by the Office of Equity and Racial Justice. For more information about REAPs and/or the work of the office visit [www.chicago.gov/equity](http://www.chicago.gov/equity).



# RACIAL EQUITY ACTION PLAN

The City of Chicago's Vision All people and all communities have power, are free from oppression, and are strengthened by equitable access to resources, environments, and opportunities that promote optimal health and well-being. (HC2025 Vision)

## 1. COMMUNITY ENGAGEMENT

### Citywide Desired Result:

All Chicagoans have a meaningful opportunity to influence City of Chicago programs, policies, and initiatives.

### Community indicators:

*What data can you examine to understand the status of the citywide desired result?*

Indicators for a co-leadership model:

Participation in emergency preparedness/response system – disaster information dissemination and the number of people served post-event by emergency management support volunteer team.

The number of community engagements by zip code indicates OEMC's effort to establish interpersonal opportunities for public input/feedback.

The number of CERT training by zip code.

Number of CERT volunteers by zip code.

Data from ongoing engagements indicate that high-risk geographic communities on the South and West sides are more likely to feel the adverse effects of an emergency:

People with disabilities.

Those without internet.

Senior residents.

Feedback collection at community engagement events revealed low participation in the emergency preparedness and response system due to: lack of continued engagement, a clear definition of expectations, or engagement that wasn't relevant to the individual's concerns. Therefore, it is important to proactively consider how vulnerable communities are affected and to explore diverse pathways for mitigation and adaptation.

Research efforts pointed us toward a real opportunity to develop an equity-centric complement to City-sponsored emergency-response volunteer programs. CERT is a way for individuals to increase community resiliency, building skills for preparedness, response and recovery. It also promotes a common operating picture and city-wide organization. OEMC analyzed its existing Community Emergency Response Team (CERT) program and developed a plan to focus dedicated recruitment efforts for CERT to communities that are more disadvantaged in an emergency, specifically the south and west sides of Chicago. OEMC is also working to strengthen our relationship with the volunteers to maintain a high level of participation and active membership, so that together we can build additional strategies to maintain relationships between CERT volunteers and neighbors.

To ensure CERT volunteer information is current and available to the public, updating the website is necessary: City of Chicago :: Community Emergency Response Team (CERT). The update includes streamlining the sign-up process, so it's easier for volunteers to sign up for CERT. OEMC developed a new application system on the backside of volunteer registration for better active member tracking for continuous engagement purposes. Yet, other new marketing and recruitment materials are under development to close the technology gap and make volunteerism approachable to all communities: OEMC launched new marketing materials including a new presentation and new fliers launched at March 15 event in Pilsen – an event that included a youth group presentation. OEMC prepared press releases for news desks and community news outlets on CERT course information, and a toolkit to share with aldermen and the social media managers of city departments. OEMC added interpersonal communication by identifying an internal community engagement point of contact to attend community engagement meetings on the south and west sides, and developed corresponding presentation materials.

Emergency preparedness specialists have established working relationships with community health groups in Austin and South Shore. OEMC has also built or renewed relationships with non-health and non-government organizations, like the Westside's Community Together, but also faith-based organizations. March 1 OEMC attended the Southside's Apostolic Church (3823 S. Indiana), a community co-op, for an information sharing session. OEMC is connecting with community outreach and community partners to reimagine recruitment efforts by working with the Mayor's Office of Community Engagement (MOCE), and to amplify messaging on OEMC's 2022 CERT calendar of trainings; including: weekly update newsletters, block club conversations, and monthly engagement cabinet meetings.

Further, at an Earth Day event at 118th and Marshfield in Morgan Park where OEMC set up its event table and spoke with senior citizens about CERT, Smart911, safety and extreme heat, several community members voiced an interest in CERT volunteerism, but were limited by transportation and mobility. So OEMC is expanding its CERT training locations: OEMC has three CERT training courses scheduled for 2022, evening sessions at 1300 W. Jackson Blvd. The location is near several bus stops and train stations, and is surrounded by walkable sidewalks and designated bike lanes.

## Background

### The Office of Emergency Management & Communications

In 1995, Chicago experienced the loss of more than 700 residents during an extreme heat wave. Residents who were socially isolated didn't have indoor cooling appliances, or were unable to open their windows for cooling were more likely to experience dangerous heat levels within the home. This historic event serves as a reference point for the Office of Emergency Management and Communications (OEMC) and its partners, who develop and execute strategies to keep residents and businesses safe during times of crisis. OEMC was created in the wake of the 1995 heat wave to serve as Chicago's lead coordinating agency during emergencies.

### Community Emergency Response Team (CERT)

The CERT program is a federal program that has very specific missions and objectives intended to assist first responders during emergencies and disasters: traffic direction, first aid, shelter assistance, or light search and rescue.

Examples of CERT-supported events:

Hurricane Resource Center in Humboldt Park Fieldhouse; Receipt of 700+ evacuees at ORD after Hurricane Irma/St. Maarten; Special event support; Memorial Day Weekend Beach Patrol. Total number of active volunteers to date: 242 (144 active members). CERT classes include disaster preparedness, terrorism response, fire safety and utility controls, light search and rescue, team organization, disaster psychology, and disaster medical operations.

Example of CERT in Action:

OEMC contacted the American Red Cross to renew its participation in the Sound the Alarm campaign, which provides and installs free smoke detectors, with the Chicago Fire Department as an additional program partner. On May 22, CERT volunteers joined to install smoke detectors in 200 homes over 8 hours. Home fires claim 7 lives per day, but the presence of a working smoke alarm cuts the risk of death in half. As part of its plan for additional messaging targeted to the South and West sides, OEMC included an event-specific "robocall" targeted in Roseland, Chatham, and West Pullman (zip codes 60619 and 60628).

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### Define the Problem

#### **Identify the problem creating barriers to advancing the citywide desired result.**

Decentralized disaster coordination led to response strategies that did not prioritize communities with the greatest needs.

Old policies have shortened the life span of Chicagoans.

A lack of safe spaces for communities to rally, distribute resources, or seek refuge.

Decreased mobility, making it difficult to reach loved ones, community centers, or evacuate.

Conditions left Chicagoans in the south and west sides feeling disenfranchised.

Conditions created greater hazard for affected communities in case of emergency.

The inequitable history of the City left the south and west sides vulnerable. These same neighborhoods also suffer high rates of violence. Less community support, like parks and grocery stores – safe spaces for social interaction – and less mobility create an undue burden in case of certain emergency responses like evacuation.

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### Identify Root Cause(s)

#### **What is contributing to the problem?**

#### **How has systemic and structural racism shaped historical and current events related to the problem?**

Systemic failures, retaliation concerns, and historical narratives have strained relationships between City departments and the communities they serve.

*Certain communities face a digital divide, limiting the City's connection with certain segments of the elderly population.*

Undergrown connections left affected populations unaware of OEMC's various missions and programming or where to get information.

Social isolation: certain residents feel disconnected from the government and the City.

Existing institutions do not sufficiently collect public feedback. This includes updating existing data and establishing reliable collection and tracking.

Mobility/transportation for Chicagoans in vulnerable neighborhoods makes reaching community centers more difficult.

Limited resources (due to income constraints) make it challenging for people to establish preparedness measures. For example, "go-bags" in the event of an emergency when their baseline needs are not already being met.

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### Define the Opportunity

#### **Identify opportunities for your department to advance the citywide goal.**

Step 1) Diversify the pool of CERT volunteers

Step 2) Grow membership

Step 3) The eventual creation of preparedness ambassadors, a group that provides the city with volunteer emergency support, has familiarity with neighbors, and close awareness of community needs.

Further, more active CERT volunteer recruitment and training targeted on the south and west sides because CERT volunteers are representatives of communities tied into OEMC's network, forming a sustainable channel for feedback and relationship building.

Hosting CERT training at geographically diverse locations, prioritizing south and west sides. CERT training creates community leaders because its technical training expands the influence of an individual on his/her community. Partner more closely with faith-based and community groups to access communities through well-established relationships. Diversify ways of reaching the public with information efforts (CTA ads, social media postings, targeted messaging to community groups).

<b>Department Strategy:</b> <i>What are the department's overarching strategies to advance equity for this priority area?</i>  <b>Actions</b> <i>What steps will the department take to advance each strategy?</i>	<b>Timeline</b> <i>By when will the department achieve this?</i>	<b>Performance Measures</b> <i>How will the department know if it achieved its goal? Identify metrics that indicate success. (e.g., staff composition and # of organizations served)</i>	<b>Implementation Plan</b> <i>What specific steps will the department take to carry out each action? Identify necessary stakeholders to advance this action, e.g., internal department divisions/bureaus, other government agencies, community organizations, etc.</i>	<b>Status</b> <i>Departments will report the status of each action annually at budget time.</i>
<b>A. Department Strategy: Strengthen the current volunteer force to better support Chicagoans in high-risk areas for emergencies and disasters.</b>				
Action #1: Establish CERT as a reliable connection between OEMC and the public	2026	Number of new CERT recruits. Number of website hits. Number of engagement events attended.	Develop New Marketing + Recruitment Materials: Launched new marketing materials including a new presentation and new fliers launched at March 15 event in Pilsen – an event that included a youth group presentation. OEMC plans for the autumn and winter courses to prepare press releases for news desks and community news outlets, and a toolkit to share with aldermen and the social media managers of city departments. Update website: <a href="https://www.chicago.gov/city/en/depts/oem/provdrs/edu/svcs/become_a_cert_volunteer.html">https://www.chicago.gov/city/en/depts/oem/provdrs/edu/svcs/become_a_cert_volunteer.html</a> Streamline sign-up process: Made it easier for volunteers sign up for CERT, streamlining a multi-step process. New application system and better member tracking via GIS portal.	In progress

B. Department Strategy: Expand the volunteer force so that volunteers can support local communities.				
Action #1: Target the south and west sides to bolster representation of high-risk populations within the CERT network	Work began and will be ongoing through 2026	Number of new CERT recruits from south and west sides	<p>Create community engagement framework regarding CERT/recruitment: OEMC will develop an internal community engagement point of contact to attend community engagement meetings on the south and west sides and develop corresponding presentations.</p> <p>Partner with Community Outreach and Community Partners: OEMC is reimagining recruitment efforts by working with the Mayor's Office of Community Engagement (MOCE) to amplify messaging on OEMC's 2022 CERT calendar of training: weekly update newsletter, block club conversations, monthly engagement cabinet meetings. Emergency preparedness specialists have established working relationships with community health groups in Austin and South Shore, providing direct training to organizers. OEMC has also built or renewed relationships with non-health and non-government organizations, like the Westside's Community Together, but also faith-based organizations. March 1 OEMC attended the Southside's Apostolic Church (3823 S. Indiana), a community co-op, for an information sharing session, but also sending emergency preparedness specialists for direct training at Faith in Action and to participate in programs with the Salvation Army.</p> <p>Expand CERT training locations: OEMC offered two CERT volunteer training courses in 2022 – a June session was offered evenings at 1300 W. Jackson Blvd on the west side. The location is near several bus stops and train stations, it is surrounded by walkable sidewalks and designated bike lanes. The September session at Chicago State University on the south side aimed to continue a youth movement for CERT volunteers. OEMC plans to extend its partnership in 2023, targeting Morgan Park as a new location. Several community members voiced an interest in CERT volunteerism but were limited by transportation and mobility.</p>	In progress
Action #2: Scale CERT program to expand opportunities for community-level engagement	Q2 2024	<p>Number of new CERT instructors.</p> <p>Number of community events reached.</p> <p>10% increase of volunteers who participate in 1+ quarterly event.</p>	<p>Making plans for scaling up: Adding two new CERT instructors in 2022.</p> <p>Expanding volunteer opportunities to community-based events: CERT is a way for individuals to increase community resiliency, building skills for preparedness, response, and recovery. It also promotes a common operating picture and city-wide organization. Build additional strategies to maintain relationships between CERT volunteers and neighbors. OEMC is also working to strengthen our relationship with the volunteers to maintain a high level of participation and active membership.</p> <p>Diversifying Language Opportunities (marketing materials/class instruction): Looking at leveraging translation services to apply to marketing materials.</p> <p>Survey opportunities: engaging more regularly with CERT volunteers via surveys and other feedback opportunities.</p>	In progress



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## 2. Public Safety

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### Citywide Desired Result:

All Chicagoans are safe across the city and have trusting relationships with law enforcement.

### Community indicators:

**What data can you examine to understand the status of the citywide desired result?**

Total 9-1-1 calls in 2022 and 9-1-1 annual average were analyzed as a comparative reference.

Employee training information is analyzed to ensure it is adequate in quantity, quality, type, and scope. Input was collected from subject matter experts, public feedback, and the Office of Equity and Racial Justice.

The number of Smart911/Notify Chicago sign-ups by zip code indicates advanced engagement.

Public engagement materials were analyzed for expansion and enhancement to ensure effective communication was part of community support related to the emergency response system.

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### Define the Problem

**Identify the problem creating barriers to advancing the citywide desired result.**

**Be explicit about which populations or communities you need to focus on. Consider who is most negatively impacted and most marginalized on the issue.**

To measure city-wide 9-1-1 system awareness and engagement, OEMC pulled data related to the City's Smart911 program because it, in an accountable and tangible way, positions residents for a better-informed response from public safety to an emergency incident. Through Smart911, residents can share key health conditions or medications, language access needs, family information about children or pets, and provide layouts for residences. These free, voluntary profiles are HIPAA-compliant and provide critical information to first responders. At the time of analysis, Smart911 signups in Chicago cleared 42,000. The number is significant as it accounts for household representatives, as well as individuals. However, in a city of 2.697 million people (2021 US Census Bureau), Smart911 is not yet ubiquitous. The area with the lowest participation rate was 60621, which corresponds to the Englewood and West Englewood community areas.

Like Smart911, Notify Chicago is a way for residents to opt in and receive critical public safety information and notifications regarding events and incidents in Chicago. These free programs create a direct communication link with OEMC that improves crisis response and public safety. However, high and low enrollment zip codes reflect similar population sizes, but displayed different rates. Surprisingly, OEMC found that the areas of low enrollment in established OEMC programs had the greatest number of engagement meetings. As it investigated this surprising detail, OEMC initially posited two hurdles: 1) privacy concerns from reluctant residents, and; 2) community relationships with government and law enforcement.

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### Identify Root Cause(s)

**What is contributing to the problem?**

**How has systemic and structural racism shaped historical and current events related to the problem?**

Systemic failures, public safety retaliation concerns, and historical narratives have strained relationships between City departments and the communities they serve. Historical negligence and inequitable practices led to strained relationships with emergency response officials. Existing institutions do not sufficiently collect public feedback. This includes updating existing data and establishing reliable collection and tracking.

Data from ongoing engagements indicate that communities on the south and west sides are more likely to feel the negative effects of an emergency.

Conditions left Chicagoans on the south and west sides feeling disenfranchised.

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### Define the Opportunity

**Identify opportunities for your department to advance the citywide desired result.**

**Be explicit about which populations or communities you need to focus on. Consider who is most negatively impacted and most marginalized on the issue.**

Smart911 and Notify Chicago both use common tech solutions like push text messages, but the public also communicates with OEMC through OEMC's 9-1-1 call center. The 9-1-1 emergency call center at the Office of Emergency Management and Communications is an early entry point for Chicagoans in the emergency response continuum and, therefore, an important part of public safety. This action plan places additional emphasis on preparing telecommunicators for effective interactions with the public while operating the 9-1-1 emergency call center to increase the overall relationship between the public and law enforcement.

In April 2017, OEMC independently created training for telecommunication response that works for all Chicagoans when it rolled out its Diversity Awareness for Police Communications Officers course. Taught in person until the COVID pandemic, OEMC provided similar training for any role within the department that directly interacted with the public, not just 9-1-1 employees. As part of Chicago's public safety reform effort under the current consent decree (Case 1:17-cv-6260), OEMC began developing more comprehensive training related to diversity awareness and implicit bias mitigation. OEMC is now working with the Office of Equity and Racial Justice, the Office of the Attorney General, and several consultants who have contributed as partners during the more than two-year course redesign. The program now captures best practices and ensures course materials are comprehensive: providing diversity awareness education; mitigation strategies for biases related to age, gender, race, background, and more; and practical application exercises for telecommunicators and their corresponding assessment tools. The emphasis on training ensures unique considerations are applied equitably to crisis response.

OEMC also seeks to partner better with Chicagoans so that the public possesses an accurate expectation for calling 9-1-1. As of July 14, OEMC participated in 101 community engagement events in 2022 across Chicago. These community engagements are a great opportunity to provide helpful information about accessing the 9-1-1 system. OEMC will seek to partner with community outreach groups in Englewood to distribute materials and collect feedback about 9-1-1 resources and Smart911 marketing.

By improving communication strategies, OEMC will strengthen relationships between public safety officials and the public, ultimately improving feelings of inclusiveness for individuals and communities.

<b>Department Strategy:</b> <i>What are the department's overarching strategies to advance equity for this priority area?</i>	<b>Timeline</b> <i>By when will the department achieve this?</i>	<b>Performance Measures</b> <i>How will the department know if it achieved its goal? Identify metrics that indicate success. (e.g., staff composition and # of organizations served)</i>	<b>Implementation Plan</b> <i>What specific steps will the department take to carry out each action? Identify necessary stakeholders to advance this action, e.g., internal department divisions/bureaus, other government agencies, community organizations, etc.</i>	<b>Status</b> <i>Departments will report the status of each action annually at budget time.</i>
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**A. Department Strategy: Develop communication materials.**



Action #1: Develop materials with subject matter experts and the public.	YE2023	Information materials distribution amounts and locations. Public feedback collection. Employee feedback forms for training. Smart911 signups.	Establish review periods and processes. Coordinate schedule with OERJ trainers for employee training. Gain approval from Office of Attorney General for implementation for employee training. Schedule 2023 engagement events. Print information materials for public distribution. Analyze feedback.	
Action #2: Incorporate best practices	Ongoing	# of additional employees trained. Feedback from annual review of employee training.	Review training and feedback annually to ensure best practices are captured. Expand training to all OEMC employees.	
<b>B. Department Strategy: Deploy improved education materials.</b>				
Action #1: Provide public information regarding 9-1-1 system.	YE2022	# of engagement meetings. # of engagement meetings with new organizations. # of Smart911 signups.	Outreach presentations to new organizations. Share marketing resources at engagement events. Incorporate feedback into marketing.	
Action #2: Train 9-1-1 operations personnel.	YE2023	# of 911 employees trained. Feedback forms.	Build training tracker. Train 95% of active employees in Year 1. Maintain training records. Collect employee feedback. Identify role-specific training.	
<b>C. Department Strategy: Analyze programs and determine if improved communication leads to better relationships.</b>				
Action #1: Analyze program feedback.	YE2022	Feedback from engagement meetings. Number of materials distributed by network. # of Smart911 signups.	Collect and analyze feedback reports. Operationalize feedback into services. Provide public with evidence of feedback incorporation.	

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## 3. WORKFORCE

### Citywide Desired Result:

The City of Chicago's workforce reflects the demographics of the City, and all employees are connected to training and advancement opportunities.

### Community indicators:

#### What data can you examine to understand the status of the citywide desired result?

Employee demographic data from CHIPPS.

Survey of City Colleges' course catalogs and education programs – general, and fields related to OEMC's various missions and services.

Geographic and transportation access data for City of Chicago.

### Define the Problem

*Identify the problem creating barriers to advancing the citywide desired result.*

*Be explicit about which populations or communities you need to focus on. Consider who is most negatively impacted and most marginalized on the issue.*

OEMC's employee demographic survey demonstrates a strongly diversified labor force. Data from ongoing engagements indicate that communities on the South and West sides are more likely to feel the negative effects of resource limitations. Limited resources like time, income, and advanced professional development opportunities make it more difficult to attain high levels of professional advancement in career-oriented certified fields.

### Identify Root Cause(s)

#### What is contributing to the problem?

#### How has systemic and structural racism shaped historical and current events related to the problem?

Mobility for Chicagoans in vulnerable neighborhoods makes it more difficult to reach community centers for education, training, and employment opportunities.

Bureaucracy allows long-term positions, making it difficult to develop new processes and for new voices to emerge.

Conditions left Chicagoans in the South and West sides feeling disenfranchised.

Systemic failures and historical narratives have strained relationships between City departments and the communities that provide talent and resources. Undergrown connections left affected populations unaware of OEMC's various missions, opportunities, or where to get that information.

### Define the Opportunity

**Identify opportunities for your department to advance the citywide desired result.**

**Be explicit about which populations or communities you need to focus on. Consider who is most negatively impacted and most marginalized on the issue.**

Initially, OEMC planned to focus its workforce equity goals on further diversifying its management core, but the department's influence on career advancement is restricted. The City of Chicago's Department of Human Resources supports all hiring for the Office of Emergency Management and Communications, and they assess qualification levels for pre-determined job classifications. Further, the majority of OEMC's labor force is unionized, and seniority strongly influences employment opportunities.

Instead, OEMC found it has the ability to improve equitable employment outcomes by providing additional career training and education to one of the least represented demographics in its workforce: just 3% of OEMC employees fall into the 18-25-year-old demographic. By investing in early career training and education, OEMC could increase the number of employees within that demographic. Early career training also provides young employees an opportunity to obtain advanced qualifications, which leads to career fast-tracking up to the management levels. OEMC decided to concentrate those early career resources over the next three years on the West and South sides, which include large Black and Brown populations.

There is an additional benefit to providing early career training; because young applicants will be more familiar with the fields related to OEMC's various missions, and they will better know at the time of application if they really are interested in pursuing such a career. This may lead to better employee retention and a larger talent pool to draw from. A youth movement where employees are retained would ensure OEMC could continue serving Chicago communities into the next generation.

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### Additional Information

OEMC worked with its partners to establish opportunities that serve the South and West sides equitably. OEMC has partnered with Malcolm X College on the Westside and Kennedy King College on the Southside to offer an "Introduction to Emergency Management" course. Students learn about 9-1-1 operations, emergency management, traffic management, 3-1-1 city services, and the qualifications needed to become an OEMC employee. The course defines career tracks and places students on their course early in their development so that students have a head start in becoming leaders in associated industries – industries that demonstrate continued projected job growth, with a variety of opportunities to serve in all levels of government, or various other sectors like education, healthcare, and private business.

The college-level curriculum is open to Chicago residents over 18 years old and is taught by OEMC personnel. It was designed by OEMC's training, education, and community engagement teams in conjunction with the team at the Office of the Dean of Community and Continuing Education at City Colleges. Curriculum topics include a mix of professional skills and industry-specific job training:

Professional skills: interpersonal communication, de-escalation techniques, geography and map reading.

3-1-1 services program information: city service request workflows and Chi311 overview.

Role of telecommunicators: 9-1-1 calls and procedures; roles and responsibilities for police and fire communications officers; simulations and role-playing.

Emergency management: history of emergency management, emergency management systems, principles, and operational coordination, including Traffic Management Authority.

Public safety information technology: Smart911 community services; Chicago's Joint Information Center; Operations Center logistics; incident command coordination with partner City departments, like the Chicago Public Schools Security Center and resource coordination with the Department of Streets and Sanitation.

The 8-week, pass/fail course provides instructions using a range of learning styles, including in-person learning, lecture, PowerPoint presentations, and hands-on education. Students gain an understanding of the Office of Emergency Management and Communications, its many missions, and its responsibilities. Students also gain an understanding of the geographical divisions of the City of Chicago and become familiar with its expressway systems and the greater Chicagoland area. Successful completion of this training course provides individuals with the qualifications and skills needed to apply for various positions within the OEMC. OEMC's next expansion of this pilot will be to the south side. The course will be offered at Kennedy-King College.

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This program is scholarship eligible as part of the “Future Ready” campaign at City Colleges of Chicago, which is taking affordable education to the next level by offering programs in select high-demand fields at no cost to the student. The terms are simple, the requirements are easy, and new or returning students with a Chicago residence are eligible, regardless of documented status. Students apply for financial aid, Future Ready makes up any difference in tuition cost up to full tuition waivers. Qualifying students enrolling in Future Ready Continuing Education programs that are not financial aid eligible will take the programs for free. Course completion can also be applied to certificate and degree coursework.

Similar in structure, OEMC’s other early education course is in partnership with the Chicago Police and Fire Training Academy (CPFTA). High school-level coursework generally covers historical information, position overviews, and the intermediate skills and strategies necessary for successful advancement within associated work fields. OEMC instructors provide hands-on demonstrations and exercises for young students interested in emergency response fields.

OEMC developed educational materials that present city services as more than just “the government” but a diverse professional landscape that connects all city neighborhoods. Our unique education partnerships break down the binary relationship between the City and the public and provide resources and relationships that empower Chicagoans while enhancing the City’s human resources.

<b>Department Strategy:</b> <i>What are the department's overarching strategies to advance equity for this priority area?</i>  <b>Actions</b> <i>What steps will the department take to advance each strategy?</i>	<b>Timeline</b> <i>By when will the department achieve this?</i>	<b>Performance Measures</b> <i>How will the department know if it achieved its goal? Identify metrics that indicate success. (e.g., staff composition and # of organizations served)</i>	<b>Implementation Plan</b> <i>What specific steps will the department take to carry out each action? Identify necessary stakeholders to advance this action, e.g., internal department divisions/bureaus, other government agencies, community organizations, etc.</i>	<b>Status</b> <i>Departments will report the status of each action annually at budget time.</i>
<b>A. Department Strategy: Provide certificate level job training and education that is accessible to all Chicagoans.</b>				
Action #1 - The OEMC will partner with City Colleges of Chicago to track pilot course development and feedback.	Class will be in rotation for Fall 2022 semester	Student feedback. # of OEMC applicants. Employee demographic information.	Regular meetings with City Colleges / Malcolm X College's of Community and Continuing Education Standards. Develop curriculum/syllabus utilizing student feedback. Analyze course results from quizzes and exercises.	
Action #2 - Establish course performance measures for regular program.	Pending successful pilot program.	Job placement rates from course. Course graduation rates. Number of city colleges that offer course.	Establish data liaisons. Establish data sharing agreement. Establish biennial reporting for course enrollment, attrition, and job placement.	

Action #3 - Expand course offering to Kennedy King College on Chicago's Southside.	January 2023 launch date.	Number of enrollment. Enrollment demographic information.	Continue development partnership with City Colleges of Chicago Office of the Dean of Community and Continuing Education. Refresh information package and press kit to reflect expansion. Establish data liaisons. Establish data sharing agreement. Provide course performance data. Establish biennial reporting for course enrollment, attrition, and job placement.	
<b>B. Department Strategy: Establish career exploration; provide early engagement and career planning.</b>				
Action #1 - Chicago Police and Fire Training Academy Partnership: The OEMC will partner with CPS leads at the Office of Early College Education to continue integrating OEMC tenets into existing CPFTA programs/coursework.	OEMC will be integrated for end of 2022 school year and continue into the 2022-2023 school year	Program graduation rates. Percent of curriculum. Student feedback.	The OEMC will partner with CPS Office of Early College Education leads to continue integrating OEMC tenets into existing CPFTA programs/coursework. Regular meetings with program management team to discuss roll-out. OEMC will develop area-specific presentations. OEMC will provide operational tours, informational overviews, and training including Safe Chicago for OEMC operations. OEMC will host summer interns as part of this program.	
<b>C. Department Strategy: Provide links to meaningful employment.</b>				
Action #1 - OEMC will develop framework through which to share job opportunities to diversified networks of community groups.	Ongoing.	Number of job postings shared through networks. Percent of opportunities shared are leadership	Partner with OPSA on notification process for OEMC job opportunities. Partner with Mayor's Office of Community Engagement and Aldermanic Offices on distribution to community groups.	
Action #2 - Offer career track to early career employees.	Ongoing.	Applicants from education programs. OEMC Attrition. OEMC employee retention.	Partner with DHR to offer hiring incentives for students who complete OEMC-sponsored education programs. Partner with DHR to compare employee retention and attrition against citywide trends.	

