



## Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee

### Committee Charter

November 27, 2023

#### Background

The Illinois workforce system is charged with helping the state's most vulnerable populations gain skills and access good, family-supporting jobs. These jobseekers face significant barriers stemming from historical factors such as racial segregation and policies that banned women and people of color from accessing education and higher-paid professions, as well as ongoing factors, like discriminatory hiring practices, incarceration, lack of affordable childcare, and disparities in generational wealth. The uneven economic recovery from the pandemic has exacerbated these barriers. If the IL workforce system is to succeed in supporting these jobseekers along pathways to prosperity, it must disrupt these cycles of generational poverty and discrimination through equitable service design and delivery. It must seek out business partners willing to change the way their businesses work in order to access the broadest pool of talented individuals and encourage more businesses to do so. It must look beyond today's economy to the emerging jobs of the future and ensure that our education and workforce systems are helping all workers to access these jobs.

Helping these workers succeed benefits everyone. [Research has shown](#) that a more diverse workforce leads to higher economic growth, more participation in the consumer market, a more qualified workforce, and more creativity and innovation in business. Building on the work completed in 2019 to advance Governor Pritzker's equity and economic prosperity agenda, as well as the recommendations of the IWIB [Equity Task Force](#) and the Governor's [Commission on Workforce Equity and Access](#), the Illinois Workforce Innovation Board (IWIB) created the Diversity, Equity, Inclusion, and Accessibility (DEIA) to champion equity within the Illinois workforce system and ensure that all customers are on pathways to success.

#### Charges

- **Charge 1:** Integrate an equity lens into WIOA strategic planning, governance, policy, investment, program design, and service delivery activities overseen and informed by the IWIB.
- **Charge 2:** Build a culture of equity in the Illinois workforce system by communicating a vision and collaborating with state agencies and other partners to provide leaders and practitioners in the IL workforce system with a) the information, data, training, and skills they need to understand the DEIA issues and challenges within the workforce system and the IL economy and b) the tools leaders and practitioners need to achieve equity in the workforce system.





- **Charge 3:** Transform the role Illinois businesses play in creating equitable economic prosperity for workforce system customers.
- **Charge 4:** Create transparency and enable data-based decision-making by requesting and reviewing WIOA and other workforce data analysis, identifying disparities in services and outcomes, sharing analysis with partners, and identifying strategies to address them.

## Priorities

- In early 2024, the DEIA committee will identify 2024 goals and impacts and form workgroups to help achieve those goals.

## Leadership

- David Friedman, Founder/CEO, AutonomyWorks, dave@emailautonomy.com
- Elba Aranda-Suh, Executive Director National Latino Education Institute, elbaaranda@nlei.org

## Membership

- The IWIB is currently recruiting members for the DEIA Committee and offers two options to maximize diversity, equity, inclusion, and accessibility within the committee itself:
  - **Voting members** – A quorum of these members must be present at a meeting to make decisions. Voting members commit to the following:
    - Attending all committee meetings or sending a proxy
    - Reviewing meeting materials in advance of the meeting to be able to participate in discussion and decision-making actively.
    - Actively participating in at least one workgroup or development of a committee product.
  - **Participating members** - Individuals who are interested in joining the committee but are not able to make the above commitments are able to join as participating members. Participating members attend committee and/or workgroup meetings, contribute to work, and participate in committee and workgroup discussions but do not vote when the committee makes decisions.
- All members commit to following DEIA committee norms and holding each other accountable for creating an effective DEIA committee.
- Current members are included below. Members will be given the opportunity to select voting or participating status following the December IWIB meeting.



## Members (\*indicates IWIB member)

Name	Organization
Serena Alaily	Aspire
Elba Aranda-Suh, Co-Chair*	National Latino Education Institute
Lisa Bly Jones	Chicago Jobs Council
Todd Byrd	WIOA Title III representative, IDES
Peter Creticos	Institute for Work and the Economy
Victor Dickson*	Safer Foundation
Kaili Emmrich*	Google
Larry Fitzpatrick	Employment and Employer Services
Dave Friedman, Co-Chair*	Autonomy Works
Donna Grant Dorsey*	Navistar
Chynna Hampton	IL AFL- CIO
Jennifer Harris	CR Search Inc.
Lisa D. Jones	WIOA Title I representative, DCEO
Marcus Jordan	IUOE Local 150 Apprenticeship
Jennifer Miller Rehfeldt	Fry Foundation
Biswa Phuyal	WIOA Title IV representative, DRS-IDHS
Alex Purcell*	United
Carlotta Roman	Collective Career Consulting
Jayne Vellinga*	Chicago Women in Trades
Lisa Wojick*	Cornerstone
Kala Young	WIOA Title III representative, IDES
Jennifer Foster*	WIOA Title II representative

## Meeting Cadence:

- Full Committee meets quarterly in alignment with IWIB meetings– 4x/year.
- Any workgroups formed will meet 2x per quarter, or more often as needed – approximately 8x/year.

**Committee Support Contact:** Gina Wells, American Institutes for Research, [gwells@air.org](mailto:gwells@air.org)