



ILLINOIS
WORKFORCE
INNOVATION
BOARD

EQUITY TASK FORCE QUARTERLY REPORT DECEMBER 2020

Charges of the Equity Task Force:

This Task Force will develop recommendations for Illinois' workforce system that align with the education system and establish goals that will reduce inequity for the populations we serve.

Priorities of the Equity Task Force:

By February 2021:

Charge 1: Examining programs, policies, and practices to infuse issues of equity and inclusion into these programs, policies, and practices as authorized by law

Charge 2: Assessing and recommending education and workforce tools that can track program access and outcomes and disaggregate data to reveal disparities in policies and program delivery

Charge 3: Making recommendations regarding inclusive and diverse approaches, including professional development of staff, to ensure use of an equity lens in serving their diverse populations

After February 2021:

Charge 4: Creating shared definitions for a set of key terms

Charge 5: Establishing equity goals for the system

Target Populations identified by the Equity Task Force

(Red – WIOA, Blue – disenfranchised groups):

- Women
- Rural Residents
- People of Color
- Individuals with Disabilities both cognitive and physical
- Veterans
- Justice-impacted populations
- Immigrant populations
- LGBTQ Community
- Homeless and homeless youth
- Low Income Individuals – unemployed and under employed including GIG workers
- Foster Care Youth and Alumni
- Migrant and Seasonal Worker
- Individual working to achieve their High School Equivalency

CIC Committee
Evaluation Workgroup
Performance Workgroup



ATTN: Office of Employment & Training
500 E. Monroe, 9th FL, Springfield, IL
62701





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Quarterly Update:

Task Force Meeting:

The Task Force met for the first time on October 28, 2020 with 38 of 39 members attending. The first meeting included member introductions as part of the roll call and provided an opportunity for members to share information about their own organizations. Lisa Jones provided an Overview the IWIB and DCEO, sharing the list of target populations from the Governor's Executive Order and inviting commentary on other groups to include. At the upcoming December 9th meeting, Members will review the target population list and confirm that all appropriate groups have been included.

Staff presented general information about WIOA and both the Governor's Executive Order on equity and the President's Executive Order on diversity training programs. Of note, the Governor's Executive Order identifies the target populations and is more expansive than the WIOA target populations by ensuring inclusion of "disenfranchised groups" in the target population.

The Task Force will meet bi-monthly until October 2021 when the report is expected to be completed.

Our next Task Force meeting is on December 9, 2020. The meeting will include a review of target populations, presentation on data by Dr. Brian Richard, and initial workgroup meetings.

Workgroups:

At the October meeting, the Task Force identified three committees to meet the objectives of the taskforce. This will allow initial and information data gathering. The conversations from these three committees will inform the discussion about definitions and help shape and guide the conversation related to recommending equity goals for the system.

*Data **

- This workgroup will focus on assessing and recommending education and workforce tools that can track program access and outcomes and disaggregate data to reveal disparities in policies and program delivery.
 - Special focus will include identifying gaps in state-wide data and comparative data from other states of similar size.
 - As the Task Force will establish equity goals, this group will focus on novel or revised performance indicators and metrics to capture moving forward as well as recommend data tools needed.

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*Policy**

This workgroup will examine programs, policies, and practices to infuse issues of equity and inclusion into these programs, policies, and practices as authorized by law.

- The group will conduct research to identify how equity is discussed in the various state and workforce development plans as well as guide decisions on a common definition to use across sectors.
- Ensure equity in holistic, integrated, and enhanced service delivery
- Means and methods of adopting equity-driven decision-making across state agencies and funded programs will be explored.

Emphasizing use of language and norms that promote equity and inclusion for all across programs will be a particular focus.

*Programs**

This workgroup will focus on making recommendations regarding inclusive and diverse approaches, including professional development of staff, to ensure use of an equity lens in serving their diverse populations.

- Among its focus will be the identification of best practices in equity-based decision-making among organizational leadership and in-service delivery, identification of best practices for evaluating organizational capacity and service delivery, and identification of strategies and programs for providing high-quality professional training.

The workgroups will meet for the first time during our December 9, 2020 meeting and will meet monthly moving forward.

Work Plan Progress:

The Equity Task Force is in the initial stages of identifying its workplan, focusing on logistics and prioritization of its goals. With the first two meetings occurring immediately prior to the holiday season, the majority of the work to be accomplished will occur in the next two quarters. Two significant steps are (1) achieving cross-sector representation of members in each work group to ensure both a business and employee perspective and (2) identification of succinct research analysis needed to inform the workgroups of existing data and studies that could buttress Illinois's efforts.

*Confirmation of workgroups co-Leads pending; to be finalized prior to December 9th meeting.

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