



EXECUTIVE ORDER 2021-2

Issued by

**TONI PRECKWINKLE, PRESIDENT,
COOK COUNTY BOARD OF COMMISSIONERS**

Cook County, Illinois

September 13, 2021

WHEREAS, the third annual Cook County Racial Equity Week, will be held September 13 – 17 in 2021 and this year’s theme will reflect on three words: “Imagine. Intersect. Act;” and

WHEREAS, Cook County and the Offices under the jurisdiction of the President prioritize advancing racial equity on a daily basis; however, celebrating Racial Equity Week annually allows a brighter light to be shed on the important work being accomplished at Cook County through engaging and thought-provoking programming that allow deep discussions and the exploration of new facets of equity in government; and

WHEREAS, as County Board President, I have prioritized Cook County’s commitment to advancing racial equity a have promoted equity as a value and priority alongside excellence and engagement; and

WHEREAS, to ensure equity is operationalized in an intersectional way, I have directed may office to further advance racial equity through policy and procedure which will be accomplished through our Racial Equity Policy; and

WHEREAS, effective September 13, 2021 the Office under the President under the direction of the Director of Equity and Inclusion will implement a Racial Equity Policy to establish a racial equity framework that will advance and promote inclusion of all racial categories in the operations in the Offices under the President (“OUP”) to ultimately achieve equity for all people; and

WHEREAS, racial equity is essential for national, regional and local prosperity and as Cook County undergoes demographic shifts matching the current national trends in which younger people of color are growing into the majority population, we need to continue to strive to ensure that people of all races and ethnicities can participate as stakeholders and reach their full potential; and

WHEREAS, the Racial Equity Policy will focus on goal setting with OUP Department Heads’ to develop and incorporate goals for advancing racial equity. Such goal setting shall also be incorporated into personnel performance goals and evaluations in the future; and

WHEREAS, an initial baseline racial equity assessment survey will be conducted simultaneously as this policy is launched in order to develop and incorporate goals for advancing racial equity. The assessment survey will inform initial program content and goals; and

WHEREAS, goals to advance racial equity will be reviewed on an annual basis by the Director of Equity and Inclusion and the various OUP Department Heads;

WHEREAS, periodic qualitative data will be accumulated and shared with the Director of Equity and Inclusion and bi-annual reports will be shared with my office to measure progress of our Cook County OUP racial equity efforts; and

WHEREAS, the Racial Equity Policy also requires the Director of Equity and Inclusion to work with the Bureau of Human Resources develop and implement equity and inclusion training for all OUP employees; this training will include racial equity foundational learning for all employees and annual learning plans for topics across individual and organizational competency growing equity knowledge and imparting equitable practices in government service; and

WHEREAS, the Racial Equity Policy will also focus on procurement opportunities through the Office of Contract Compliance to provide periodic review of the participation of minority and women-owned businesses in the procurement process and collaborate on outreach, certification and compliance improvements to ensure advancement of racial equity; and

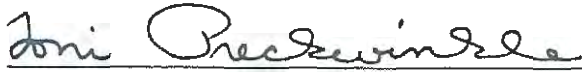
NOW THEREFORE, by virtue of the authority vested in me by the Constitution of the State of Illinois, the laws of the State of Illinois, the Ordinances of Cook County and in accordance with the State of Illinois' Declaration of Disaster,

I, TONI PRECKWINKLE, President of the County of Cook, **DO HEREBY ORDER**, as follows:

1. The Director of Equity and Inclusion shall implement Cook County's Racial Equity Policy for the Offices under the jurisdiction of the President to further advance racial equity for our residents, employees, and vendors.
2. The Racial Equity Policy should be applicable to all employees and Offices under the jurisdiction of the President, including employees covered by the Cook County Employment Plan.
3. The Director of Equity and Inclusion shall work with the Bureau of Human Resources, the Budget and Management Department and the Office of Research and Operations to implement and operational the Racial Equity Policy. OUP departments shall collaborate with the Director of Equity and Inclusion to establish racial equity goals and reporting requirements.
4. OUP employees and employees under the jurisdiction of the Cook County Employment Plan should attend the various training sessions on racial equity developed in accordance with the Racial Equity Policy.
5. The Department of Budget and Management Services shall collaborate with the Director of Equity and Inclusion to determine budget needs for OUP departments to address racial equity goals and the Director of Equity and Inclusion shall collaborate with Contract Compliance to focus on vendor outreach, certification and compliance to further advance equity.

6. The Racial Equity Policy shall be circulated to all OUP employees and employees covered under the Cook County Employment Plan and Policy questions should be directed to the Director of Equity and Inclusion.

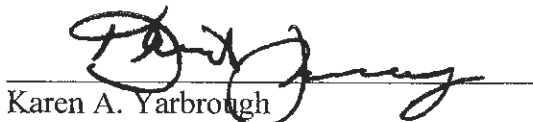
BE IT FURTHER ORDERED, that, this order shall take effect upon its execution and filing with the County Clerk and notice of this order shall be delivered to the offices under the jurisdiction of the County Board President, the County's separately elected officials and the seventeen members of the County Board.



Toni Preckwinkle
President

Dated: September 13, 2021

ATTEST:



Karen A. Yarbrough
Cook County Clerk

Received and Filed: September 13, 2021