



LAKE COUNTY EQUITY WORKING GROUP

The Lake County Equity Working Group is a collective of decision-makers committed to institutional change through equitable policies, practices, processes, and cultural shifts within their organizations. This group will engage in collaborative learning, mutual accountability, resource sharing, strategy development and implementation, and raising awareness of equity initiatives within and beyond the community.

OBJECTIVES

1. **Create a Supportive Space:**

Cultivate an environment where participants trust the space to authentically share their perspectives, challenges, and successes.

2. **Promote Equitable Change:**

Develop and implement policies, procedures, and practices that drive organizational equity.

3. **Strengthen Collaboration and Accountability:**

Enhance learning, share resources, and provide mutual support while ensuring participants remain accountable for progress.

LOGISTICS

- **Meeting Schedule:** The first meeting will be **October 10, 2024**. In-person meetings will be held every other month on the second Thursday from 9 a.m. to 10:30 a.m. at the Waukegan Library.
- **Meeting Focus:** Each meeting will cover a range of equity topics, feature educational sessions, establish shared definitions, provide space to share best practices, policies, and procedures, and support one another through challenges and successes.
- **Google Space:** A Google group will be used for sharing a monthly resource, exchanging additional resources, asking questions, requesting advice, and holding each other accountable.

CRITERIA FOR PARTICIPATION

- **Equity Commitment:** Participants must be dedicated to championing equity within their organization.
- **Key Decision-Makers:** This group is for executive directors to ensure that organizational decisions and changes are achievable and sustainable.
- **Community Impact:** Participants must work for an entity that positively impacts the Lake County community.
- **Meeting Attendance:** Commitment to attend six in-person meetings for at least one year.

