

Joint Commission on Racial Justice and Equity: Proposed Baseline, Timeline and Steering Committee Roles

Discussion of initial phase of work – the “baseline” creation, data gathering for baseline, and timing Tim Bertschy outlined the proposed data baseline and timeline for the Commission and Subcommittees:

The process of the Commission work will involve four stages:

1. Creation of a data baseline which describes where we are today on equity issues in Peoria and Peoria County.

a. Each Subcommittee should determine quantifiable factors (or indicators) which measure racial equity in their subject area and then obtain the data which will indicate the current status of racial equity.

b. The data used should be reliable and have integrity.

c. This work should be concluded by early next year.

d. Subcommittee work on the data baseline will be utilized by the Steering Committee to create a report to the City and County on the status of racial equity in Peoria and Peoria County. We would like to issue this report in the 1 st Quarter of 2022.

e. The data gathered in stage should be continually refreshed.

2. Creation of strategies to address racial inequities.

a. Each Subcommittee will create strategies to address the racial inequities disclosed in Stage 1 work.

b. The strategies will utilize the data obtained in Stage 1 and broad community input. Community input is essential. Study of best practices from other communities is also desirable. The factors identified in Stage 1 should directly inform and relate to the strategies developed.

c. Additional data should be obtained as needed.

d. Strategies can be directed to County action, City action, or community partnerships.

e. Each Subcommittee should submit its strategies to the Steering Committee for vetting. Timing on this work is COVID dependent. We would like for this work to be completed by late Spring to mid-Summer, 2022.

f. The final strategy report as approved by the Steering Committee will combine all Subcommittee strategies and will be presented to the City and County for approval upon completion.

3. Implementation Planning

a. Upon approval of the Stage 2 report by the City and County, each Subcommittee will start work on developing an implementation plan for the identified strategies. This implementation plan shall identify specific desired results, the parties responsible for achieving those results, proposed timing, and other relevant information.

b. Each Subcommittee should submit its implementation plan to the Steering Committee for vetting. Timing on this work is again COVID dependent. We would like for this work to be completed by late Fall, 2022.

c. The final implementation plan report as approved by the Steering Committee will combine all Subcommittee strategies and will be presented to the City and County for approval upon completion.

4. Monitoring

a. Upon approval of the Stage 3 report by the City and county, monitoring the success of implementation and results will fall to each Subcommittee for its subject area. Subcommittee work will also involve ongoing refinement of the strategies and implementation plan based upon quantifiable data, community experience and the development of best practices in the field.

b. The Steering Committee will vet the ongoing work of the Subcommittee and their proposals and interface with the City and County. Reports on progress will be made at least yearly by the Steering Committee to the City and County.

Role of the Steering Committee will generally be the following:

1. To vet the findings and proposals from the Subcommittees before they are submitted to the City and County.
2. To coordinate the activities of the Subcommittees and make sure that each is moving forward at an appropriate pace and with adequate public input.
3. To ensure that reports from the Subcommittees, as they are collected in reports to the City and County, have a consistent and professional style and content.
4. To serve as a resource for Subcommittee work (e.g., in locating sources of data, best practices, etc.).