

# JOB TRAINING ECONOMIC DEVELOPMENT (JTED)

## DIVERSITY, EQUITY, AND INCLUSION

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NORTHERN ILLINOIS UNIVERSITY

Center for  
Governmental Studies

*Outreach, Engagement, and Regional Development*



ILLINOIS  
WORKFORCE  
INNOVATION  
BOARD



Illinois  
Department of Commerce  
& Economic Opportunity

OFFICE OF EMPLOYMENT & TRAINING

JB Pritzker, Governor

# MEET YOUR PRESENTER



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*Outreach, Engagement, and Regional Development*



# WHAT ARE WE GOING TO COVER TODAY?

- NOFO Targeted Populations
- DEI in Illinois Workforce Plans
- What is DEI?
- Why is DEI necessary?
- Incorporating DEI into your work plans
- DEI resources

# JTED NOFO WEBSITE

*Bookmark This Page!*

<https://www.illinoisworknet.com/JTED>



## JTED NOTICE OF FUNDING OPPORTUNITY 2021

There is currently a bug affecting users running a newer version of Microsoft's Edge Browser. This bug forces users to log into Illinois workNet when they click on a link to view any Office document file (Word, Excel, PowerPoint, etc.). Until this issue has been resolved by Microsoft, affected users can download the file via an alternate browser (Chrome, Firefox, Safari, etc.) or do the following to download via Edge.

1. Right click on the file.
2. Click "Save link as"
3. Download the file to your computer.

This will allow you to view the file without logging into Illinois workNet.

### Overview

DCEO is pleased to announce \$20 million in funding for job training and support activities to assist individuals most in need become qualified and employed in industries hardest hit by Covid-19.

The American Rescue Plan Act (ARPA) funded Workforce Recovery Initiative provides funding to build the capacity of the state's workforce system and prioritize creating equitable access for historically underrepresented populations in Illinois. This funding restores the Job Training and Economic Development Program (JTED) model to address the barriers to work

IWIB



# TARGETED POPULATIONS

- Low-income individuals
- Returning citizens (previously incarcerated)
- Homeless individuals
- Justice involved youth
- Youth who are in the foster care system or have aged out of the foster care system
- Individuals who are English language learners
- Individuals who have low levels of literacy, and
- Individuals facing substantial cultural barriers

# TARGETED POPULATIONS CONT'

- Eligible migrant and seasonal farmworkers
- Single parents (including single pregnant women)
- Long-term unemployed individuals
- Older workers
- Individuals with disabilities
- LGBTQ individuals
- Minorities that are under-represented in the Illinois workforce system



# DEI IN ILLINOIS WORKFORCE PLANS

- **Governor J.B. Pritzker's Executive Order #3**
  - Governor Pritzker recognized that there is a significant gap for underrepresented populations in recruitment, retention, and successful completion of workforce development programs.
  - On January 6, 2019, Governor J.B. Pritzker issued Executive Order #3 directing state agencies to review current practices and recommend alignment of resources that serve disenfranchised populations.
  - Action areas and strategies to address workforce equity gaps were discussed in the 2019 Action Agenda for Workforce Development and Job Creation and in the states 2020-2024 Economic Plan for Illinois



## DEI IN ILLINOIS WORKFORCE PLANS

- DCEO Notice of Funding Opportunity (NOFO) Job Training Economic Development (JTED)
  - The Department of Commerce and Economic Opportunity has embraced that **Diversity, Equity, and Inclusion** (DEI) efforts are the pillars on which a just outcome must rest for all its programs and residents.
  - In alignment with the governor's executive order, the NOFO emphasizes Diversity, Equity, and Inclusion.

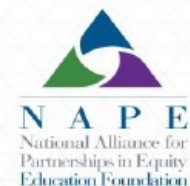


# WHAT IS DEI?

- **Diversity, Equity, and Inclusion** are used interchangeably but they have different meanings
  - **Diversity** includes all the ways in which people differ, encompassing the different characteristics that make one individual or group different from another - race, ethnicity, gender, age, national origin, religion, disability, sexual orientation, socioeconomic status, education, marital status, language, and physical appearance. also affiliated with multiple identities.
  - **Equity** is the fair treatment, access, opportunity, and advancement for all people, while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
  - **Inclusion** is the act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate.

# WHAT IS DEI?

Equity is when every student has what they need to succeed.



National Alliance For Partnerships In Equity | [www.napequity.org](http://www.napequity.org)  
DESIGN BASED ON ILLUSTRATION BY AUDREY AND AUBREY SELDEN

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Source: Social Policy Research Associates (2020). *AIM Research Brief Series: Designing Inclusive Apprenticeships and Pre-Apprenticeships.*

IWIB

<https://www.spra.com/aim-research-brief-series-designing-inclusive-apprenticeships-and-pre-apprenticeships/>

# Equality



# Equity



The difference between

# EQUALITY & EQUITY

“ The route to achieving **equity** will not be accomplished through treating everyone **equally**. It will be achieved by treating everyone justly according to their circumstances. ”

—Paula Dressel, Race Matters Institute

# WHY IS DEI NECESSARY?

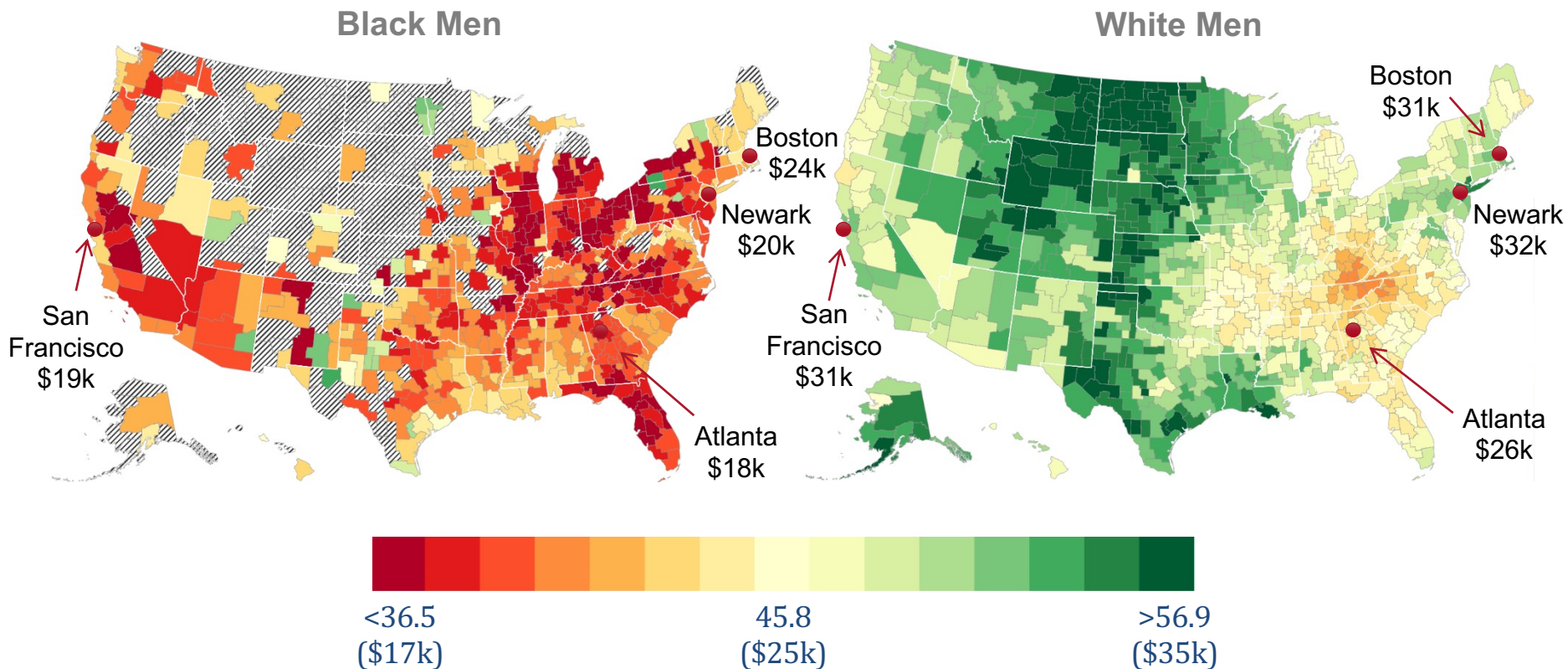
- Having access to social capital and networks is one of the main avenues toward getting a job
  - people of color and individuals with disabilities tend to have less access to break into these networks, thus reproducing inequities
- The environment in which one grows up greatly impacts success: childhood environment is an important driver of income gaps
- The problem is that people don't get to choose the neighborhood they grow up in



# OPPORTUNITY INSIGHTS

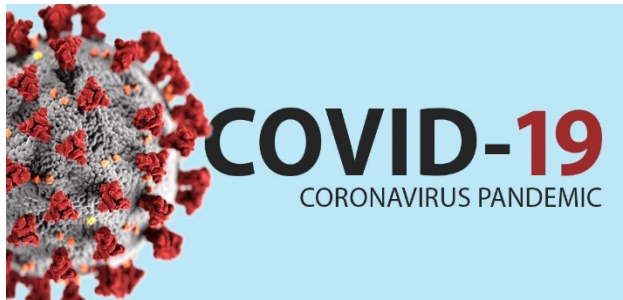
## RACE AND ECONOMIC OPPORTUNITY IN THE UNITED STATES: AN INTERGENERATIONAL PERSPECTIVE

**Two Americas: The Geography of Upward Mobility by Race**  
 Average Individual Income for Boys with Parents Earning \$25,000 (25<sup>th</sup> percentile)



Note: Green = More Upward Mobility, Red = Less Upward Mobility; Grey = Insufficient Data

# DEI CONVERSATIONS ACCELERATED BY THREE CRISES IN 2020



Health  
Crisis



Economic  
Crisis



Racial  
Injustice  
Crisis

# UNDERSTANDING DEI

- **Diversity**

- People aren't diverse.
- Referring to people as "diverse" is a process of "othering" those in non-dominant or historically less privileged groups
- Diversity is about the differences between people within teams, companies, and ecosystems.

- **Equity**

- Treating everyone equally maintains inequity
- Equity and equality mean different things and lead to different results
- Equity acknowledges that everyone has different needs, experiences, and opportunities

- **Inclusion**

- Inclusion doesn't just happen; we must design for it.
- Inclusion is about value.
- Every individual feels a sense of belonging



# UNDERSTANDING DEI

- DEI is a **continuous process** that seeks to **level the playing field** and **create fairness** and preserve the dignity of all – regardless of how an individual presents themselves to the world.
- The goal of DEI is to **bridge differences, gain common ground, and build respectful relationships.**
- DEI **explores the complex multi-dimensions of humans** and their experiences through dialogue, self-examination, awareness, and accountability

## EVIDENCE OF DEI ACTION PLANS

- Projects funded under this NOFO must include strategies to address equity including:
  - **Changes or enhancements to the recruitment practices**
  - **intentional and inclusive marketing** (including using images of women and people of color)
  - **addressing discrimination** within programs and at workplaces,
  - **offering supports** that boost retention and completion (childcare, transportation, career counseling, etc.)



# EXAMPLES OF DEI PRACTICES

- **Diversity**

- Marketing and outreach material that has pictures of women and people of color
- Good data collection tool to track participants' characteristics and measure diversity
- Employee training/professional development on biases (explicit and implicit)

- **Equity**

- Comprehensive assessment to collect information/data about employment barriers
- Employee training/professional development to help frontline workers understand the participants, their challenges, and their responses to certain situations

- **Inclusion**

- Marketing material in English and Spanish
- Employee training/professional development on cultural competence

# DEI STRATEGIES

## • IDENTIFYING DIVERSE CANDIDATES

- Use a wide range of partners
  - Community-based organizations such as women- or youth-servings organizations
  - Neighborhood centers
  - Affordable housing groups
  - Churches

## • PREPARING DIVERSE CANDIDATES

- Job readiness programs / On the Job Training
- Pre-apprenticeships / Apprenticeships

## • RETAINING DIVERSE CANDIDATES

- Minority candidates stop out at higher rates than whites, as well as women stop out at higher rates than men due to common barriers such as unsupportive work environments and poorly designed programs
- Programs and employers can retain a diverse workforce by committing to investing in additional support services for those who need it

# EVIDENCE OF DEI ACTION PLANS

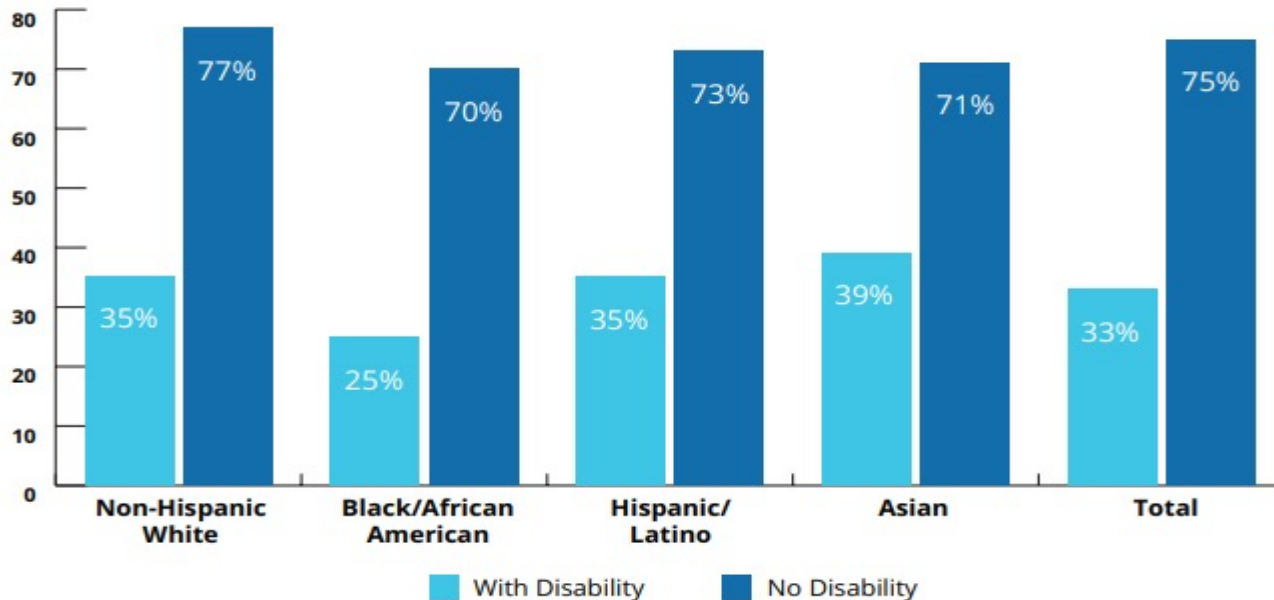
- Developing and implementing an inclusive marketing strategy
- Offering career counseling that highlights career pathways in jobs that are in demand
- Providing support to reduce barriers such as transportation assistance, uniforms, etc.
- Providing retention supports such as mentoring, affinity networks and more
- The quality of plans to address equity in program design, recruitment, supports and completion and how it relates to increasing the number of underserved populations enrolling in and successfully completion
- The project's ability to expand services for underrepresented and targeted populations including the quality of the participant recruitment activities

# DEI STRATEGIES

- **DEI is not just about skin color**

- Working-age people with disabilities are much less likely to be employed than people without disabilities in all racial and ethnic groups

Percentage of working age population that is employed



Source: American Community Survey, 2015



# **EQUITY EMPLOYMENT PLAN**

The information on the Equity and Employment plan, that each application will need, is on page 21

# Q and A

All questions regarding this NOFO must be submitted in writing via email to:

[Tammy.Stone@illinois.gov](mailto:Tammy.Stone@illinois.gov)



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# THANK YOU



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