



DIVERSITY AND INCLUSION OFFICER **(Office of Inspector General)**

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Under the guidance of the Deputy Public Safety Inspector General (PSIG), this position is responsible for diversity and inclusion issues and will have specific authority to review Chicago Police Department (CPD) actions for potential bias, including racial bias, on any matter within the Deputy PSIG's statutory authority. The Diversity and Inclusion Officer may directly supervise staff members, and will advise and coordinate with other OIG sections where appropriate.

The Public Safety section conducts independent, objective evaluations and reviews of the Chicago Police Department (CPD), the Civilian Office of Police Accountability (COPA), and the Police Board, with the goal of enhancing the effectiveness of public safety, protecting civil liberties and civil rights, and increasing the public's confidence in the system. The section also conducts inspections of closed disciplinary investigations conducted by COPA and CPD's Bureau of Internal Affairs.

The section's distinctive value within the City of Chicago's public safety oversight system derives from its long-term, systemic perspective on necessary reforms, direct access to and utilization of City data systems, deep institutional knowledge of City operations, and position of independence from all other components of City government. In setting its priorities, the section also coordinates and confers with the Independent Monitoring Team charged with ensuring compliance with the Consent Decree entered in *Illinois vs. Chicago*.

MINIMUM QUALIFICATIONS: Graduation from an accredited college or university with a Master's degree in a social science, public policy, public administration, or related field, plus five years of experience in relevant advocacy: police oversight; or initiatives related to diversity, inclusion, and bias; **OR** graduation from an ABA-accredited law school with a juris doctorate degree and admission to the Illinois Bar (or another state bar having reciprocity with Illinois), plus five years of legal, regulatory or oversight work experience related to civil rights, employment, and/or anti-discrimination or policing law.

PREFERRED QUALIFICATIONS:

- Experience with the planning, implementation and evaluation of diversity and inclusion programs
- Knowledge of, and demonstrated interest in, relevant federal, state, and municipal employment laws and regulations, including Equal Employment Opportunity/Affirmative Action and American's with Disabilities Act (EEO/AA and ADA)
- Knowledge of, and demonstrated interest in, diversity, equity, procedural justice, civil rights and/or law enforcement issues
- Demonstrated professional judgment in the identification, discussion and consideration of diversity and equity issues with internal and external stakeholders
- Ability to develop and maintain collaborative relationships with diverse constituencies
- Familiarity with major municipal governance and policing and police accountability systems, with knowledge of Chicago municipal government, the Chicago Police Department (CPD) and associated public safety accountability and criminal justice programs and functions additionally preferred
- Experience developing data collection instruments such as surveys, direct and participatory observation, interviews, focus groups, and literature searches
- Excellent leadership, analytical report writing, communication (written and oral), and problem-solving skills

DUTIES:

- With close guidance and direction from the Deputy Inspector General for Public Safety, review actions of CPD and associated public safety programs and functions for potential bias, including racial bias, on any matter within the jurisdiction of OIG's Public Safety section, and author public reports on these reviews.
- Consult and coordinate with OIG senior leadership and Section staff in identifying and scoping OIG's audits, evaluations, reviews, investigations and data transparency initiatives for implications for City-wide diversity and inclusion challenges and fostering promotion of DEI values and objectives on any matter within the OIG's jurisdiction, with primary emphasis on diversity and equity issues related to policing and police accountability
- Examine, analyze, and report on issues including but not limited to diversity, bias (implicit and explicit), and employment equity as it relates to race, gender, disability, age, rank, religion or other factors respecting City policies, programs, and practices, with priority given to CPD and the Chicago police accountability system
- Encourage the enhancement of diversity and inclusion in the City's hiring and promotion practices
- Based on best practices and other research, develop recommendations for enhancing ongoing diversity and inclusion practices, with priority given to CPD and Chicago's police accountability system
- Conduct or direct the conduct of site visits to observe operations and interview City staff and other stakeholders
- Provide insight and, where appropriate, assistance to the Communications Director respecting the accessibility of products published by OIG with particular consideration of impact and reach into under-served communities
- Partner with and advise senior leadership and other city Department representatives to analyze diversity and inclusion metrics to identify and address challenges and trends related to the attraction, motivation, development, and retention of a diverse and inclusive workforce and the achievement of equal opportunity goals, objectives and outcomes
- In coordination with OIG leadership, represent the office with external stakeholders as part of the offices community outreach and engagement efforts and initiatives
- Project management and direction of staff conducting formal inquiries for public reporting into diversity and inclusion and employment-related practices and policies of CPD and other City departments

ANNUAL SALARY: up to \$123,996

TRAVEL AND SCHEDULE: Travel outside Chicago is not required.

RESIDENCY REQUIREMENT: Employees must be a resident of the City of Chicago and proof of residency is required at the commencement of employment.

WE VALUE DIVERSITY

The Office of the Inspector General (OIG) is an equal opportunity employer.

OIG is an inclusive organization that hires and develops all its staff of all levels regardless of race, religion, color, ethnicity, national origin, ancestry, marital or parental status, sex, gender expression or identity, sexual orientation, physical or mental ability, age, veteran status, and all other characteristics protected by law.

OIG strives to create the kind of workplace where a socially diverse mix of people can thrive professionally. We pride ourselves in meeting our legal charge to promote economy, effectiveness, efficiency, and integrity in government. Through the hard work of our passionate and innovative team, OIG aims to serve every community with equity, respect, and dignity.

THE CITY OF CHICAGO IS AN EQUAL OPPORTUNITY AND MILITARY FRIENDLY EMPLOYER

In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire. The City of Chicago does not participate in E-Verify (Employment Eligibility Verification System). In addition, employment at the Office of Inspector General is contingent upon a satisfactory criminal background check.