

Anti-Racist Workforce Development System Framework

Together with community and institutional leaders, Chicago Jobs Council is reimagining our workforce system so all people can thrive through employment.

Our vision is to create an anti-racist workforce development system and employment equity so that everyone can realize their unique pathway out of poverty.

An Anti-Racist Workforce System:

- Prioritizes every worker's future financial stability, career pathway and economic security.
- Honors the humanity of all people, is inclusive, race-explicit, addresses the larger economic system and centers those most impacted by systemic racial injustice.
- Builds transformative relationships between people and systems; focusing on equitable access, providing quality jobs, and removing funding obstacles that inhibit progress.



**Program
Design**



**Client
Engagement
& Service
Delivery**



**Policy
Development
& Design**



**Partnerships
(Employers,
Funders, CBO)**

OUTCOMES OF ANTI-RACIST FRAMEWORK

Anti-Racist Workforce Development System

- An anti-racist workforce development system prioritizes every worker's future financial stability, career pathway and economic security.
- It honors the humanity of all people, is inclusive, race-explicit, addresses the larger economic system and centers those most impacted by systemic racial injustice.
- The system builds transformative relationships between people and systems; focusing on equitable access, providing quality jobs, and removing funding obstacles that inhibit progress.

Anti-Racist Program Design

- Anti-Racist Program design is empathetic, prioritizes the needs of job seekers and is created in collaboration with job seekers and direct service staff. Services center the humanity, strengths, and needs of job seekers in all aspects.
- The program is adequately and flexibly funded for services that reduce barriers and addresses systemic racism, producing outcomes that have a positive generational impact.
- There is ample funding for staff training and staff have the capacity and time to adequately design and implement services.

Anti-Racist Client Engagement & Service Delivery

- Provides job seekers with expansive and quality job or career options aligned with their goals.
- Services are delivered by staff who are trained, equipped and supported to partner with and recognize job seekers as whole, creative and resourceful people.
- Client Engagement & Service delivery is non-judgmental, unbiased and multiculturally competent using relationship and community building approaches to support the goals of individual job seekers.
- It acknowledges each job seeker's goals and personal agency by providing holistic wrap-around services that meet each individual's basic needs first.

Anti-Racist Policy Design & Development

- Creates policies that rectify the historical and intergenerational way in which multiple systems, including not only the workforce system but education, housing, criminal justice and others, have created an inherent set of disadvantages for People of Color.
- Addresses past harms and failures by redesigning policies with a racially equitable and just lens.
- Requires the centering of individuals with lived experiences in the design and implementation of equitable policies and values expertise gained from navigating barriers and unjust systems.
- Ensures policy alignment across government systems so that beneficiaries are not denied by bureaucracies that create more obstacles for those most impacted by systemic racism.

Anti-Racist Partnerships

- Results in expansive opportunities for job seekers to work in safe and quality environments that enable workers to thrive.
- Are based on trust and respect, includes collaboration and transparent communication where all parties are valued and seeks to remove harmful power dynamics.
- Removes barriers and creates pathways to quality jobs that honor the multi-faceted and collective approach required to support individuals, communities and organizations.