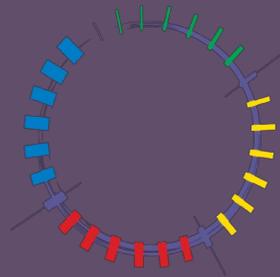


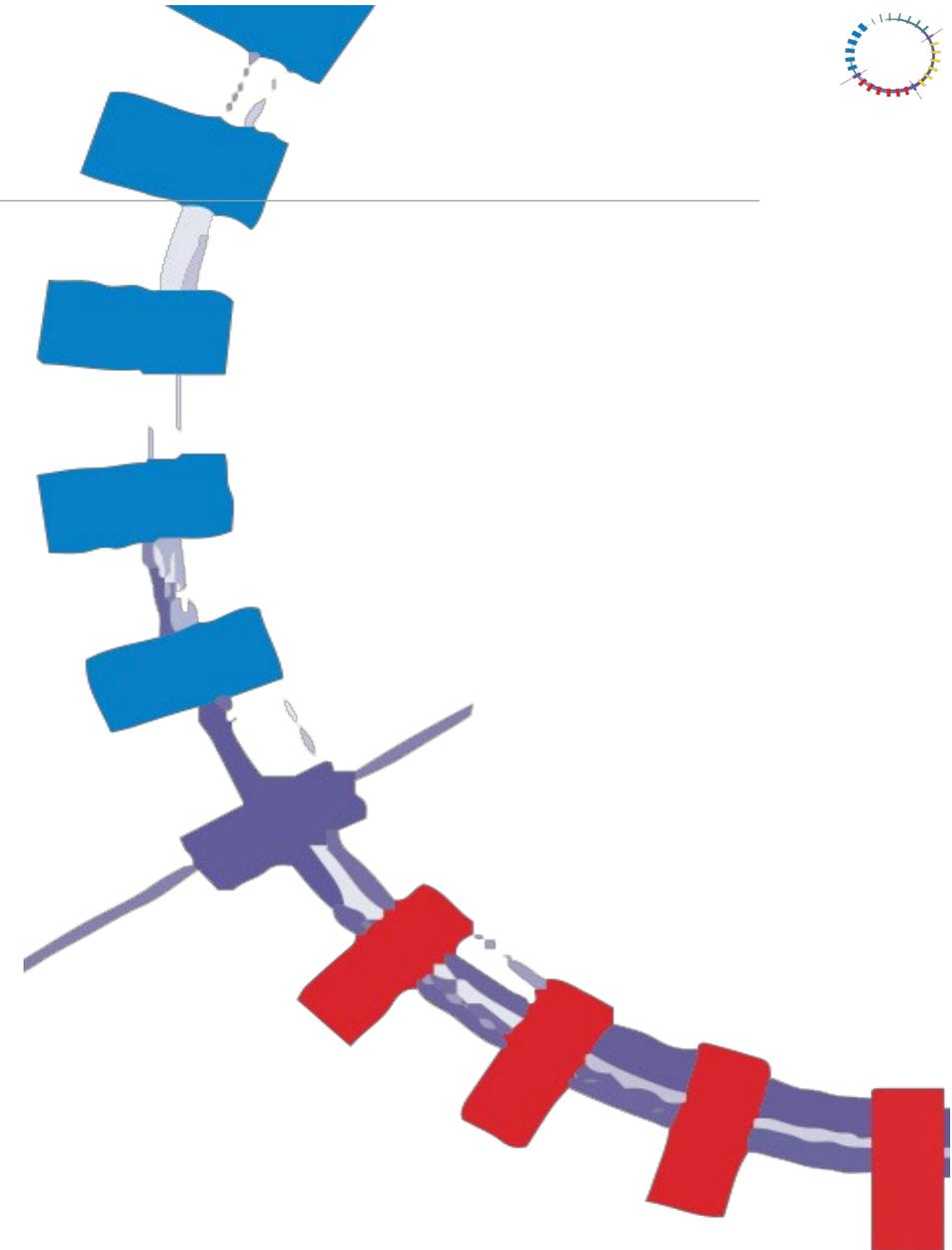
# **Introduction to The Kaleidoscope Group: Supporting a Welcoming Community**



# A TRADITION OF DEI LEADERSHIP

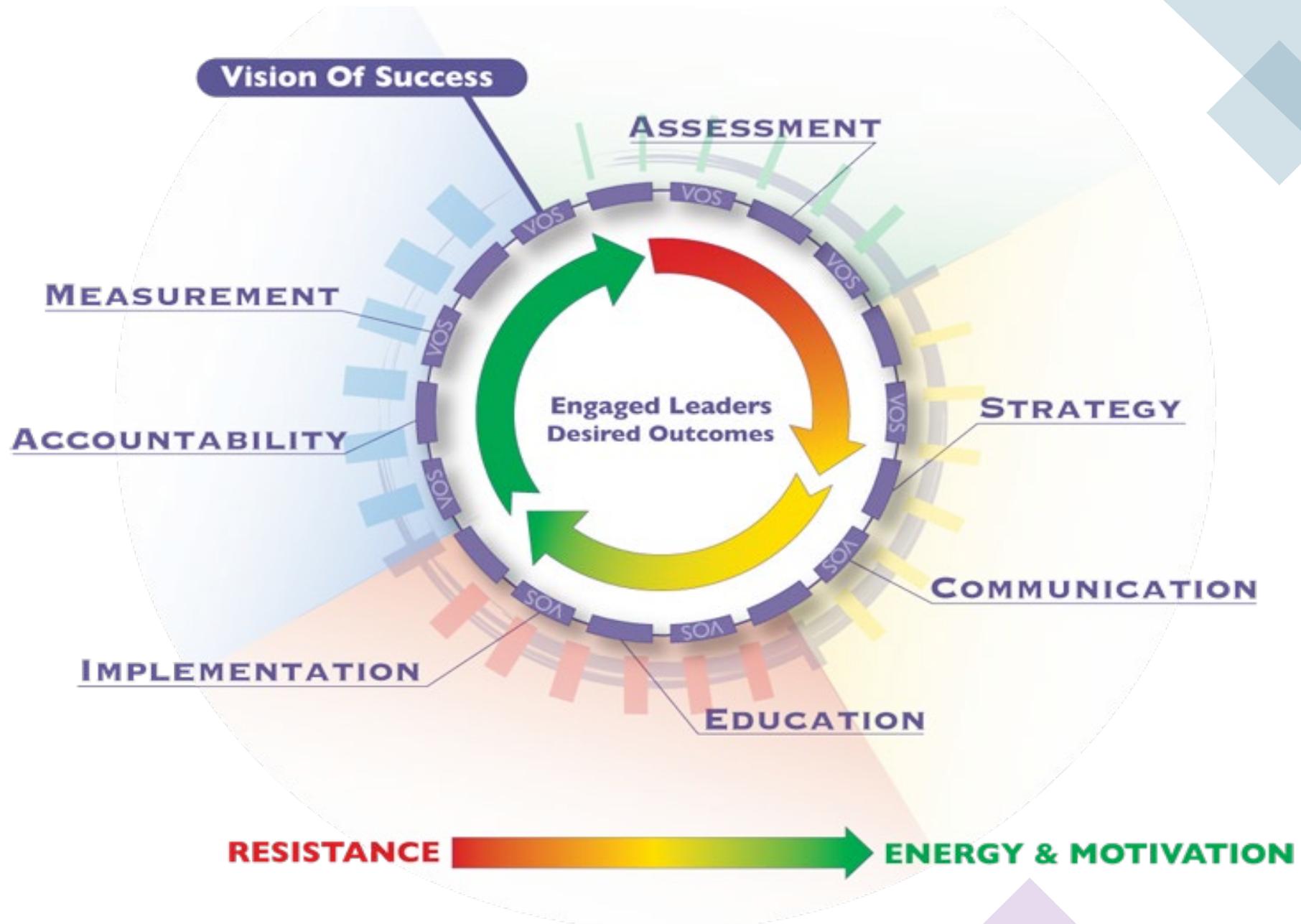


- Full-service Diversity, Equity and Inclusion consulting firm headquartered in Chicago
- Led by Doug Harris, CEO, a nationally recognized presenter and Diversity and Inclusion (D&I) consultant
- A Certified Minority Owned Business
- Assisted organizations with successfully managing culture change and creating inclusion for over 30 years
- Successfully guided and partnered with over 800 clients across every industry
- Minority majority company comprised of 40 staff, 25 staff and strategic alliance partners in the United States; 35 international facilitators and consultants
- Specialty niche practice areas to realize the work



# GOVERNMENT AND MUNICIPALITY CLIENTS





The Kaleidoscope Group has developed a framework to assess levels of inclusion in the workplace.

This framework is based on the seven factors of workplace inclusion we have identified through decades of hands-on experience and research.

## THE KALEIDOSCOPE GROUP WORKPLACE INCLUSION FRAMEWORK





## Project Overview: Supporting a Welcoming Community

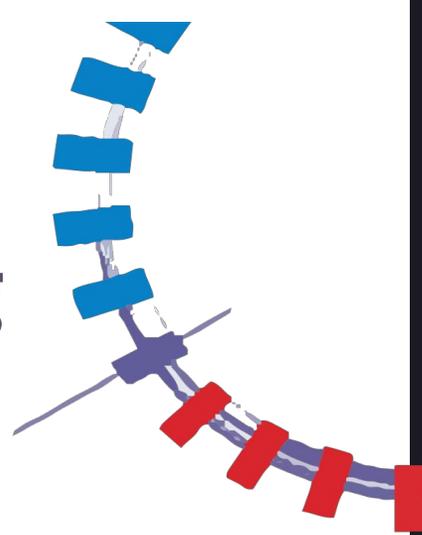
- Collection and Analysis of Data to Make Evidence Based Recommendations that Fit for the Village
- Listening and Learning the Perspectives of the Community
- Supporting VAH Government by Identifying Where Potential Gaps in Service may Lie Related to Diversity, Equity, and Inclusion

Supporting Efforts to Enhance Transparent and Accountable Governan

# Work Plan for Village of Arlington Heights

PHASE	Phase 1 Confirm the DEI Foundation	Phase 2 Community Needs and Expectations for DEI Vision of Success	Phase 3 Assess the Internal Environment	Phase 4 Competence: Village & Stakeholder Development
ACTIVITIES	<ul style="list-style-type: none"> <li>• Conduct Village &amp; DEI Review</li> <li>• Conduct up to 3 interviews</li> <li>• Summarize Findings and develop Recommendations</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct up to 4 community listening sessions to understand the needs and expectations of the Village</li> <li>• Develop Vision briefing to include the outcomes and process forward</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct streamlined DEI Workforce Assessment</li> <li>• Workplace Survey</li> <li>• Conduct 3 workforce focus groups</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct 2-hour briefing for Management Team on results of survey, listening sessions, focus groups, and interviews</li> <li>• Conduct 1-hour Board and community presentation</li> <li>• Prepare report detailing key findings</li> <li>• Develop a 12-month strategic framework to move forward</li> </ul>

# Closing



# Value of Investment

