



Center for Equity, Effectiveness and Efficiency

LEARNING TO OPERATIONALIZE AND REALIZE EQUITY (LORE)

Informational Session

July 17, 2025





Session Objectives

- Understand LORE's mission and impact
 - Learn how the program works and who is eligible
 - Review application steps and deadlines
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Agenda



- 1 Welcome and Introduction to C3E
- 2 LORE Overview
- 3 Program Structure and Who Should Apply
- 4 Curriculum and Learning Objectives
- 5 Application Timeline
- 6 LORE Alumni Panel and Q&A



About C3E

The Center for Equity, Effectiveness, and Efficiency (C3E) partners with local government entities to improve how they operate, manage change and deliver impact.

Our Vision



We envision a stronger democracy powered by trusted, high-performing public institutions.

Our Mission



We make democracy stronger by helping government work more equitably, effectively and efficiently.



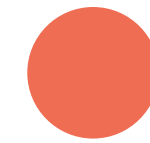
LORE Overview

What is LORE?

LORE is a practitioner-centered learning academy that equips public sector leaders with the skills to *transform internal operational practices which inhibit an organization's ability to function equitably, effectively, and efficiently.*

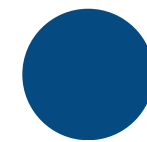


Program Structure



Two Session Structure

- Fall Session: September - December
 - Focus: communication & decision-making
- Spring Session: February - May
 - Focus: project implementation & process change



Format

- Cohort-based peer learning community
- Monthly in-person workshops on the second Wednesday of every month from 9am-12pm at NIU Naperville campus
- 1-2 hrs online interactive learning per month

Who Should Apply?



Participant Teams

- Minimum of 2 participants (max 4)
- 1 participant must be an exec or senior-level (City Manager/Assistant City Manager/Dept Head)



Organizational Commitment

- Cross-functional team approach
- Leadership support for project implementation



Cost & Time Commitment

- Tuition
 - \$3,500 for first two participants
 - \$1,500 for each additional participant
- Time ~4-5 hrs/month
 - 3 hrs in-person workshop
 - 1-2 hrs online readings and assignments

Core Curriculum & Learning Objectives



Equity ↔ Effectiveness ↔ Efficiency

The program emphasizes equity not as a parallel priority, but as a core element of operational excellence and organizational effectiveness.



Learning Objectives

- Understanding Equity, Effectiveness & Efficiency in Public Sector
- Integrating Equity into Performance & Change
- Building Equity Communities of Practice
- Process Mapping for Equitable Outcomes
- Fostering a Resilient, Equity-Driven Learning Culture
- Strengthening Team Strategies for Equity Leadership



Applied Learning & Peer Support

Each participant team designs and executes a real-world pilot project

Application & Timeline

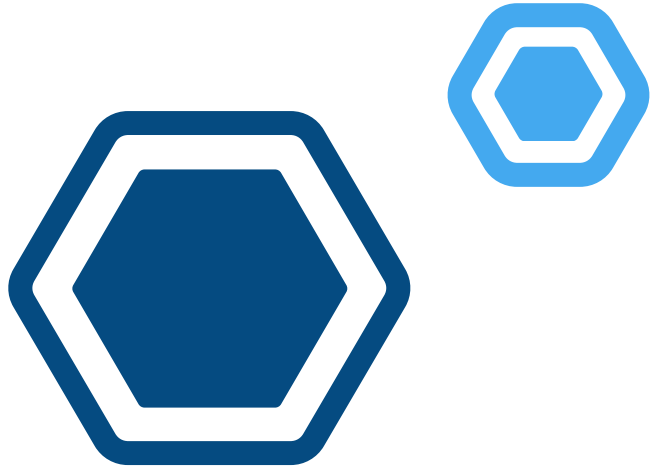


- **Application Opens:** July 7, 2025
- **Deadline:** August 15, 2025 at 11:59 pm
- **Selection Notifications:** August 25, 2025
- **How to Apply:**
<https://tinyurl.com/lore2025-2026>
- **Session Dates:**
 - Fall Session 2025: 9/10, 10/8, 11/12, 12/10
 - Spring Session 2026: 2/11, 3/11, 4/8, 5/6



Alumni Panel

*How did centering equity in
your pilot projects improve
effectiveness and efficiency?*



C3E Team

We believe in our team embodies this principle in every way. Our members hail from different walks of life, bringing unique perspectives, skills, and experiences to the table.



Kathleen Yang-Clayton
Founder + President



Maritza Bandera
Managing Director



Liam R. F Bird
Learning + Education Director



Katie Friedman
Program Manager

Thank you for your interest!

For additional questions, contact Katie Friedman at
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www.c3elocalgov.org/lore

