



# OUR SERVICES

## Systems Transformation

**We uncover the structures that create racial inequities and co-design policies, practices and tools to unlock anti-racist futures.**

As organizations shift their strategic priorities to create equitable futures, they often struggle identifying interlocking racial inequities. Furthermore, they grapple with addressing the harmful outcomes experienced by the communities they serve. ChiByDesign works with your organization to uncover and clarify the complexities of racial inequities embedded within systems. Through co-design, we develop new policies, practices, and tools with stakeholders to unlock anti-racist futures. This provides your organization with innovative pathways to address racial inequities.

SYSTEMS TRANSFORMATION IN ACTION

# Case Study: Reimagining Youth Diversion through Holistic Approaches

The City of Chicago is committed to collaborative reforms to youth diversion in Chicago. The project is a collaboration with the Mayor's Office of the City of Chicago, youth, and community leaders to create visions and principles that will define a new youth diversion model—limiting youth's interactions with police, connecting them with services they need and supporting youth and families better.

PARTNERS

**City of Chicago  
Juvenile Intervention  
and Support Center**

PROJECT TIMELINE

**1 month**

OUR PROCESS

**2 virtual workshops  
2 virtual townhalls**

[LEARN MORE ABOUT THE PROJECT](#)

[www.chibydesign.com/reimagining-youth-diversion](http://www.chibydesign.com/reimagining-youth-diversion)

SYSTEMS TRANSFORMATION

## Expected Outcomes

- 1** Co-designed anti-racist policies, practices, and tools for your organization or group of stakeholders to implement.
- 2** Anti-racist visions and principles that reveal racial inequities and areas of transformation.
- 3** Anti-racist infrastructures that support your organization's equitable ambitions.
- 4** In-depth understanding of the mechanisms within organizations and systems that create racist outcomes.

LET'S COLLABORATE

[www.chibydesign.com](http://www.chibydesign.com)

FOLLOW OUR WORK



@chibydesign