

**SERVE,  
STRENGTHEN,  
EMPOWER  
OUR REGION**



**2024 ANNUAL REPORT**



Chicago Metropolitan  
Agency for Planning

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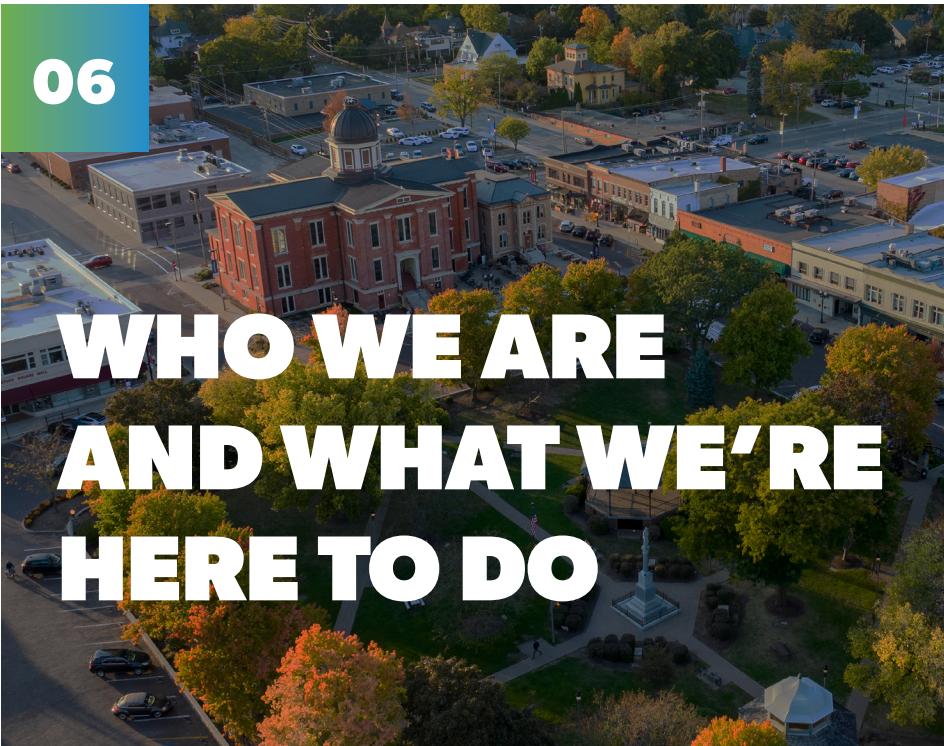
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## A MESSAGE FROM

# CHICAGO METROPOLITAN AGENCY FOR PLANNING

With our partners, CMAP continues to serve, strengthen, and empower our region. The 2024 Annual Report highlights how we serve northeastern Illinois, its communities, and its people to improve infrastructure, mobility, environment, the economy, and quality of life.

It showcases the 2024 activities that advanced our region's long-term vision and goals, reflecting on this work as a journey, not a destination. Every year builds on the last.

Noteworthy accomplishments from 2024 include:

- Establishing the I-290 Blue Line Corridor Development Office with our state and local partners
- Leading the Comprehensive Climate Action Plan for the three-state greater Chicago area
- Leading the Safe Travel for All regional initiative to improve traffic safety and create countywide safety action plans
- Leveraging the Plan of Action for Regional Transit to shape discussions and legislation to strengthen and invest in northeastern Illinois' transit system and avert a projected \$730 million shortfall in 2026

Whether it's planning for today or the tomorrows to come, collaborating and convening, or delivering data and policy analysis, CMAP has consistently led with excellence for nearly two decades.

To our partners, thank you for your trust and support. We look forward to continuing to serve northeastern Illinois to make it a strong, thriving, and resilient region.

In gratitude and partnership,



A handwritten signature of the name "Erin Aleman".

**Erin Aleman**  
CMAP Executive Director



A handwritten signature of the name "Gerald R. Bennett".

**Mayor Gerald R. Bennett**  
CMAP Board Chair and  
Palos Hills Mayor

# VISION

An inclusive and thriving region

# MISSION

To serve the people of the region by driving innovation, fostering shared action, and advancing toward a common vision



WHO WE ARE  
AND WHAT  
WE'RE HERE  
TO DO

**CMAP is a federally designated metropolitan planning organization (MPO) responsible for developing the region's long-range comprehensive plan and planning and programming federal transportation dollars through a collaborative process. As the state-authorized regional planning agency for northeastern Illinois, CMAP is also responsible for managing an integrated land use and transportation planning process.**

CMAP is governed by a board comprised of 18 members appointed to represent Chicago, Cook County, and the collar counties. There are 15 voting and 3 non-voting members. The Board approves the annual budget and work plan and provides operational oversight. CMAP also has several committees that advise and inform its work, in alignment with a strategic direction and long-range plan.

# **SERVE 8.6 MILLION RESIDENTS ACROSS SEVEN COUNTIES**



## **Plan regionally and locally**

- Develop ON TO 2050 and coordinate implementation
- Strengthen communities through direct assistance, training, and resources



## **Deliver data**

- Serve as the region's authoritative data source
- Inform and shape policy through data research and analysis
- Use data to assess complex regional issues related to travel, land use, and policy



## **Collaborate and convene**

- Work on behalf and alongside our partners to implement ON TO 2050
- Facilitate dialogue with government partners, community organizations, stakeholders, and the public
- Inform and engage diverse audiences in planning, consensus building, and decision making



## **Prioritize and program**

- Evaluate, manage, and distribute federal transportation funds

A wide-angle photograph of the Chicago skyline, featuring numerous skyscrapers of various architectural styles against a clear blue sky. In the foreground, there's a mix of green parkland and urban infrastructure, including a bridge and some buildings with visible signs like "JET" and "ESSEX INN".

PLAN  
FOR TODAY

A photograph of a sunset over a rural landscape. The sky is filled with dramatic, colorful clouds in shades of orange, yellow, and blue. In the foreground, there's a dark, textured field, likely a crop. The horizon shows a line of trees and some distant buildings.

AND  
TOMORROW

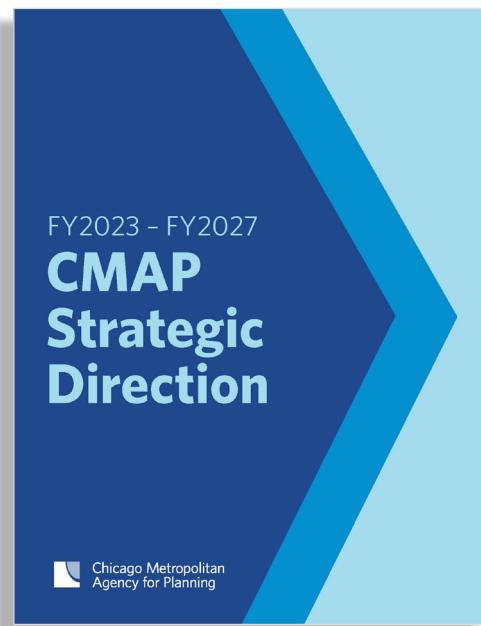
**CMAP's work on behalf of the region is guided by our long-range plan — ON TO 2050 — and other plans that help provide direction and focus.**

For many years, our region has relied on a single, large-scale comprehensive plan. While this has served northeastern Illinois well, we are shifting to a multi-plan framework that provides a more dynamic and responsive approach to our region's challenges and opportunities. Together, these plans will replace ON TO 2050 over time and collectively serve as the region's comprehensive plan.

#### 30-year regional plan



#### 5-year strategic direction



#### Current focus areas



A **transportation system** that works better for everyone



A robust and inclusive **regional economy**



A region that takes action to mitigate and adapt to the impacts of **climate** change and preserve high-quality water resources



## In 2024, CMAP embarked on this new direction in comprehensive planning:

CMAP is developing the 2026 Regional Transportation Plan (RTP) for northeastern Illinois. Currently embedded in ON TO 2050, an RTP serves as the long-term blueprint for our region's transportation system, guiding decision making and infrastr



The RTP is developed in collaboration with local leaders, transportation agencies, community organizations, and the public. It is informed by research, technical analysis, policy development, and community outreach. It aims to answer three key questions: *What is the transportation system the region wants? What are the challenges and opportunities to get there? And how will the region implement the system it wants?*

The plan ultimately reflects consensus on how the region will manage, operate, and achieve goals for a multimodal transportation system — including transit, highway, freight, bicycle, pedestrian, and accessible transportation. The plan's approval is targeted for fall 2026.

# COMPREHENSIVE CLIMATE ACTION PLAN

## FOR GREATER CHICAGO

CMAP is partnering with the Metropolitan Mayors Caucus, Northwestern Indiana Regional Planning Commission, and stakeholders across the region to create the [Comprehensive Climate Action Plan](#). This plan will identify strategies to address all the significant sources of greenhouse gas emissions in the three-state greater Chicago area (which includes Illinois, three in Indiana, and one in Wisconsin).

includes nine counties in northeastern Illinois, three in Indiana, and one in Wisconsin).

Throughout this process, we will center the experience and expertise of the people most affected by climate change through robust engagement activities, in-person and online.



# THE NEW REGIONAL VISION

The groundwork for the new **Regional Vision** is underway and will take shape over the next few years with a target for adoption in 2027. This multiyear process includes robust engagement with the CMAP Board, policy influencers, transportation decision makers, stakeholders, and residents. With a focus on *what* we must do together and *why* it matters, the Vision will serve as the cornerstone for regional policy over the next eight to ten years.

# SERVE WITH PASSION AND EXCELLENCE



**CMAP board members play a valuable role in representing our seven counties and many communities, bringing their voices and diverse expertise to advance change in the region.**

In 2024, we welcomed three new members:

- **Mayor Paul Hoefer**, Village of Mount Prospect – representing Northwest Cook County
- **Joanna Ruiz**, Vice-President, Wallin-Gomez Architects LTD – representing Chicago
- **Mayor Jada Curry**, Village of Lynwood – representing Suburban Cook County

They join a board with several long-tenured members including our distinguished Chair, Mayor of Palos Hills Gerald Bennett, who will soon mark his 20th year on the board — starting in 2005 when CMAP was established.

## IN APPRECIATION

Thank you to our dedicated CMAP Board, MPO Policy Committee, and other committee members who volunteer their time, energy, and expertise to shape, influence, and improve our region.

## Executive Director Erin Aleman celebrated five years at the helm of the agency and was recognized for her leadership and CMAP's service, both locally and nationally.

Aleman received the [Walter Scheiber Leadership Award](#) from the National Association of Regional Councils, an organization that represents regional councils, councils of governments, regional planning and development agencies, MPOs, and other regional organizations. The Scheiber Award is given to leaders who demonstrate professional and executive management excellence in carrying-out regional concepts, approaches, and programs.

Aleman also received the [Leadership in the Public Sector Award](#) from the March of Dimes, which funds research and advocates for public policies supporting maternal and infant health. The award recognized CMAP's contribution to the overall well-being and quality of life for families by prioritizing projects that improve access to essential services, such as healthcare, education, and employment.

As highly respected and trusted sources of information, Aleman and CMAP's subject-matter experts are often called upon to share their knowledge, data, and insights for panels, conferences, and media interviews at the local, regional, and national levels.





## Sustaining a strong and thriving region requires investing in and cultivating our next generation of leaders.

CMAP continues this commitment through its [Future Leaders in Planning](#) (FLIP) program — going 16 years strong. In 2024, FLIP welcomed 28 high school students from 5 counties who explored the planning field and how it shapes our region's communities, connecting with experts and changemakers in civic engagement and community development.

Students visited the Chicago Architecture Center to learn about adapting historic buildings; the Pullman National Historical Park to understand planning's influence on the neighborhood; the Chinese American Museum of Chicago to explore Chinatown's history; the Metropolitan Water Reclamation District to hear about wastewater treatment; and the Lincoln Park Zoo for a discussion on urban wildlife.

# INFLUENCE CHANGE WITH THE POWER OF DATA AND THE STORIES IT TELLS





CMAP collects, analyzes, forecasts, and models data. We conduct research and analysis and deliver data, tools, trainings, and studies to inform decision making, shape policy, and drive regional and local action. And we share information and resources to build trust, grow knowledge, and guide change.

In 2024, we prioritized data science including the development of a data governance strategy and framework and investment in geographic information system management, innovation, and strategy.

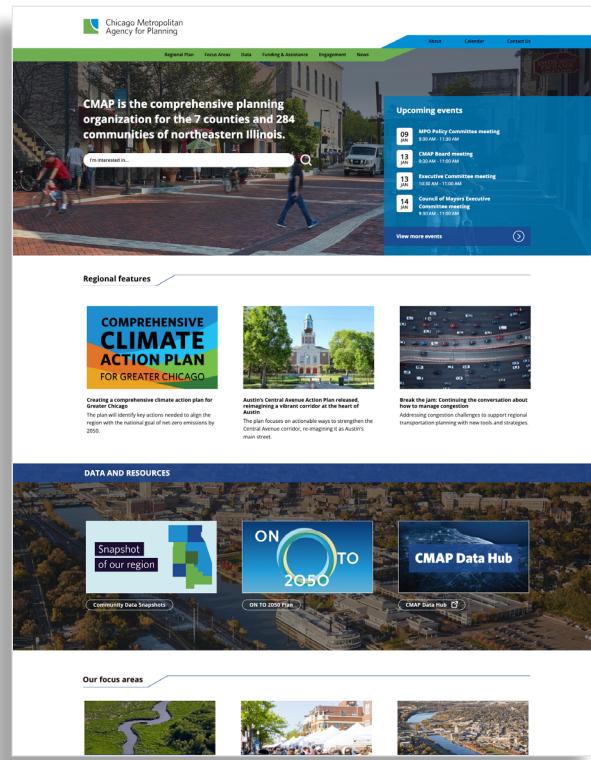
The agency released an updated [Land Use Inventory](#), which identifies up to 50 different land categories in the region. The inventory is a resource for planners, federal and state agencies, university researchers, non-governmental organizations, and consulting firms to understand existing land uses and track progress towards goals.

CMAP updated its popular [Community Data Snapshots](#), which summarize demographics, housing, employment, transportation habits, and other key community details for each of the region's 284 municipalities, 77 Chicago community areas, and 7 counties. This year's update included brand new datasets on people with disabilities, as well as a visualization tool on CMAP's website with charts and graphs of key data from the snapshots.

CMAP also improved the [Job Quality and Access Tool](#), which provides analysis on employment trends, industry clusters, the quality of jobs, and the accessibility of jobs (such as the level of education required or flexible work availability). Communities can use this tool to understand the advantages of their local labor market, identify areas that need assistance, and strengthen industries that support shared prosperity.

## CMAP's website is a valuable portal to a wide range of data and information.

This year, we launched a [new website](#), featuring modern, user-friendly navigation as well as a focus on improved accessibility, interactivity, and searchability. The website showcases CMAP's major areas of work and services to reduce the clicks needed to get where visitors want to go. Pages include integrated data, resources, and related information that show the interconnectivity of various aspects of regional planning. The new site architecture is also able to change and grow with our achievements and as we tackle new challenges in the region.



CMAP's new website received the **w3 Silver Award for local government websites** from the Academy of Interactive and Visual Arts, which honors outstanding social media marketing and content, websites, podcasts, and emerging tech by some of the best digital content creators across the industry.

**CMAP sent 50 newsletters —** covering a range of topics like climate, safety, transportation, and more — to **23,000 subscribers**. CMAP also had **519,221 impressions** across 4 social media platforms.



# INVEST STRATEGICALLY TO STRENGTHEN OUR REGION AND COMMUNITIES

To strengthen the region and its communities, ON TO 2050 underscores the need for local investments, collaboration across jurisdictions, and building local capacity. Many communities can't do it on their own and CMAP helps bridge the gap. For almost a decade and a half, this program has helped more than 300 communities with local planning projects.

## IN APPRECIATION

Thank you to the MacArthur Foundation for its continued support of our work to build local government capacity through planning and implementation assistance. Since 2008, CMAP has received \$1.75 million in grant funding from the MacArthur Foundation.

In 2024, through the [technical assistance program](#), we awarded [30 new projects](#) following a joint call for projects along with the Regional Transportation Authority. The selected projects will increase compliance with the Americans with Disabilities Act, plan for improvements that protect bicyclists and pedestrians, better prepare for grant opportunities, and address long-term planning needs.

Additionally, the CMAP planning team helped communities across the region complete numerous projects including:

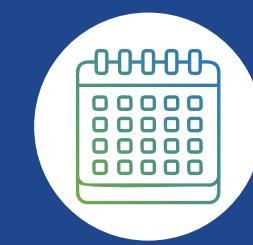
- Comprehensive plans that chart new futures, such as the Reimagine River Grove plan
- Capital improvement plans that support community development and project prioritization, such as those completed in Dixmoor and Lansing
- Other completed plans this year included:
  - Round Lake Beach Bike and Pedestrian Plan
  - Butterfield Road Corridor Plan in partnership with Lombard, Downers Grove, Oak Brook, and DuPage County
  - Calumet City Subarea Plan
  - Waukegan's Unified Development Ordinance
  - Austin's Central Avenue Action Plan



# FOSTER COLLABORATION AND PURSUE EQUITY

**We serve the people of the region who are at the core of our work by prioritizing connections, engaging meaningfully, and collaborating with community partners.**

We invest in deeper relationships with the region's municipal and county representatives, community and civic organizations, and advocates — whether by hosting, presenting, or attending events in a community or at a conference. Every engagement is crucial, as it influences our goals and vision for the region.



**276 events across all 7 counties**

Highlights included meetings with agency partners and stakeholders, community events for planning projects, executive director speaking engagements, meetings with legislators, and Community Alliance for Regional Equity meetings

The [Community Alliance for Regional Equity \(CARE\)](#) continues its work to make CMAP's processes more equitable, foster deeper community partnerships, and enhance underrepresented groups' participation in the planning process.

In the final year of its three-year pilot program, CARE's 13-member cohort of community-based organizations provided feedback on 11 planning projects, participated in U.S. Department of Transportation panels on environmental justice, and educated CMAP planners on transportation issues.



To deepen relationships with our government partners, the Local Government Network (LGN) program pairs each of our region's 284 municipalities and 7 counties with a CMAP staff liaison.

This year, the LGN program had nine total initiatives to connect communities with funding opportunities, trainings, and resources like CMAP's *Speed Management* report and Community Data Snapshots. The LGN program also created internal guidance to encourage liaisons to visit their communities; supported a response rate of more than 80% for our municipal survey; and was responsible for 58% of applications for the technical assistance call for projects.



# GOAL: A TRANSPORTATION SYSTEM THAT WORKS BETTER FOR EVERYONE

To advance this regional goal, CMAP allocates federal transportation funds, manages the transportation planning process, develops the long-range transportation plan, and produces the Transportation Improvement Program and the Unified Planning Work Program. We also maintain travel models and data resources to support air quality conformity determinations, transportation equity analyses, and long- and short-range planning initiatives.

## NOTEWORTHY ACTIVITIES FROM 2024

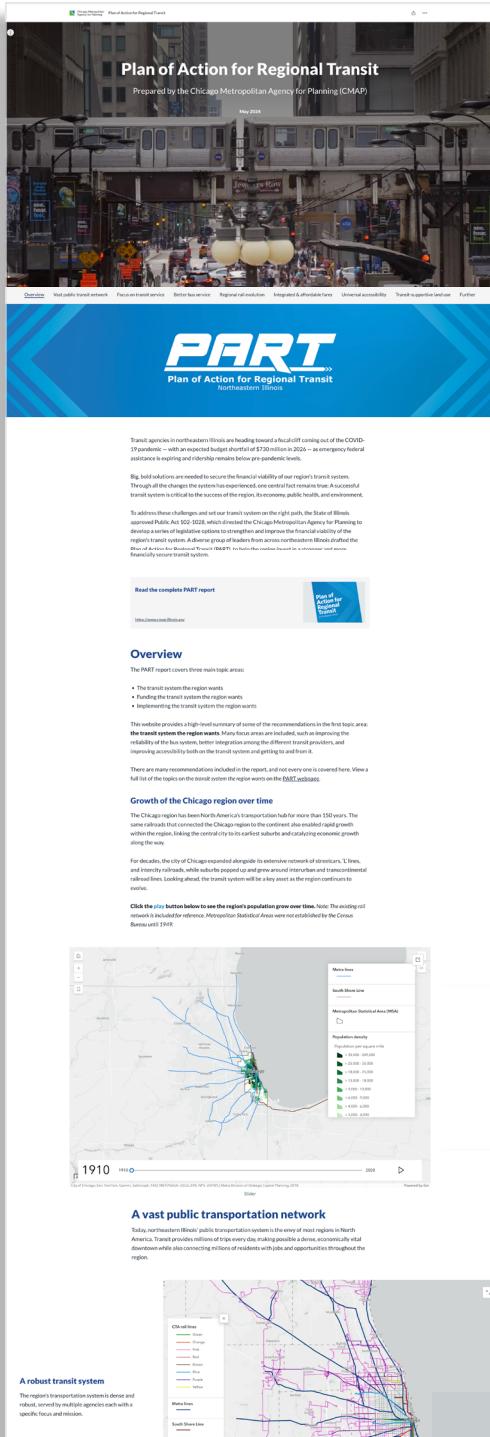
### Invest in northeastern Illinois

Thanks to the federal Infrastructure Investment and Jobs Act (IIJA), our region has tremendous opportunities to rebuild and reimagine our infrastructure and advance priorities of equity, climate and resiliency, accessibility, and safety. We maximize those opportunities by speaking with one voice around our region's highest priority projects. CMAP continues to collaborate with federal, state, and regional partners to achieve consensus on expanding the region's funding opportunities available under the IIJA.

Investing in northeastern Illinois' infrastructure has built regional and national connections. CMAP worked together with the region's transportation partners and elected leaders to identify and promote priority projects that require funding to strengthen our regional transportation system and national connections for generations to come.

**The following projects received significant investments from the IIJA thanks to regional collaborative efforts:**

- \$111 million – CTA Blue Line Forest Park Branch station and track improvements
- \$100 million – Metra rail vehicle replacement
- \$31 million – Pace Project Zero commitment
- \$25 million – Randall Road grade separation and safety improvements in Elgin and South Elgin
- \$18 million – Cedar Lake Road realignment in Round Lake
- \$15 million – Charge Up! infrastructure improvements in Chicago
- \$254,000 – Safe Streets infrastructure improvements in Waukegan
- . . . and many more!



## Advance the Plan of Action for Regional Transit

CMAP continued to support lawmakers and stakeholders in leveraging the [Plan of Action for Regional Transit \(PART\)](#) this year, to shape discussions and legislation to strengthen and invest in northeastern Illinois' transit system and avert a projected \$730 million shortfall in 2026.

To enhance understanding of the plan's recommendations, CMAP released a [PART StoryMap](#) designed for elected officials, transportation partners, and the public. CMAP also participated in numerous panels and presentations at local, state, and national levels to inform both the public and policymakers about the plan's key recommendations.

The Illinois Senate Transportation Committee convened six regional and statewide hearings to gather input from stakeholders and the public to assess funding needs, identify regional transit priorities, and guide future legislative discussions. CMAP continues to serve as a technical expert while the Illinois General Assembly considers solutions to help the region invest in a stronger and more financially secure transit system.

## Lay the foundation for the Regional Transportation Plan

CMAP established the groundwork this year to support and inform the [2026 Regional Transportation Plan \(RTP\)](#) for northeastern Illinois. Some major areas of work included:

- The socioeconomic forecast, a preliminary regional forecast of people and jobs anticipated in 2050
- Preliminary goal areas, based on current transportation plans in the region and feedback from stakeholders
- Resource groups for three distinct areas of work in the RTP:
  - The regionally significant projects effort to refine criteria for how projects should be identified, evaluated, and prioritized
  - The congestion management strategy to draft objectives that help identify associated performance measures and support future strategy development
  - The financial plan to explore anticipated revenues that could help fund priority projects in the region

## Boost the I-290/Blue Line Corridor project

This year, we advanced the shared goal of a modernized and improved I-290 Blue Line Corridor with the creation of the [Corridor Development Office \(CDO\)](#). The Illinois Department of Transportation (IDOT), the Chicago Transit Authority (CTA), and CMAP partnered to create a unified approach and make progress on this critical multimodal corridor, with a commitment to improving mobility, accessibility, and quality of life for motorists, transit riders, residents, and corridor communities.

IDOT, the CTA, and CMAP are jointly supporting the CDO and its goals for program visioning, project coordination and sequencing, funding plan development, coordination with federal partners, progress tracking, and strategic communications and messaging. This powerful partnership provides a unified vision and guiding principles to improve mobility and enhance safety and accessibility, among other improvements.



CMAP produced an [engaging video](#) to tell the story of the corridor as the heart of Chicago and inspire change

## Launch the My Daily Travel survey



With the help of county and transportation partners, CMAP launched its household travel survey, a multiyear effort to better understand the travel patterns of residents in northeastern Illinois. Initial responses to the [My Daily Travel](#) survey exceeded both responses to the pilot survey and general expectations — the survey is well on its way to reaching 4,000 residents.

## Make travel safer

CMAP released the [Speed Management](#) report this year, which explores the role of speeding in increased deaths and serious injuries on our region's roads. It provides recommendations for street designs, speed limit policies, education, and equitable enforcement that can help keep all road users safe.

CMAP also led [Safe Travel for All](#), a regional initiative to improve traffic safety in northeastern Illinois. As part of this project, Cook, DuPage, Kane, Lake, McHenry, and Will counties are creating countywide safety action plans guided by a regional framework to coordinate future improvements. Safe Travel for All county teams began community engagement in 2024, asking community members to provide input via a virtual engagement platform and attend in-person and virtual events.



So far, **1,120 people** in the region have identified more than **2,500 locations** on the **Safe Travel for All** safety hotspots map

## Improve accessibility

CMAP's accessibility program provides direct support to municipalities in the region to improve accessibility. The team concluded trainings on accessibility compliance requirements in spring 2024, and a library of captioned recordings and [workshop training materials](#) are available on CMAP's website, along with templates for web accessibility conformance requirements.

CMAP launched a [Regional ADA Coordinators Group](#) in late 2024 to connect municipal Americans with Disabilities Act (ADA) coordinators in the region with actionable resources and opportunities to learn from each other.

Communities in the region also received direct technical assistance from CMAP to create ADA transition plans for streets, sidewalks, crosswalks, and other public right-of-way areas. Seven plans are currently underway, with 13 more anticipated in the future. These transition plans will help communities prioritize and plan for accessibility improvements while satisfying ADA compliance requirements.

 **75**

**New municipal ADA coordinators designated in the region**, according to preliminary findings from CMAP's municipal survey

## Put plans into action with the TIP

CMAP manages the [Transportation Improvement Program \(TIP\)](#) — the region's five-year program for implementing the long-range plan — by programming federal funds for local transportation projects across northeastern Illinois. These projects include road maintenance and expansion; improvements to transit stations and rail and bus networks; bicycle and pedestrian networks; signal systems; bridge repair; intersection improvements; and more.

CMAP hosts a regional [call for transportation projects](#) to evaluate applications for funding with these federal programs:

- Congestion Mitigation and Air Quality Improvement Program (CMAQ)
- Carbon Reduction Program (CRP)
- Surface Transportation Program (STP) Shared Fund
- Transportation Alternatives Program (TAP-L)

### 2024 TIP SNAPSHOT

- **\$385+ million** in CMAQ, CRP, STP, TAP-L funding available in federal fiscal years 2026-2030
- **2,185 projects** in the TIP as of December 1, 2024
- **1,760+ project changes** in the TIP through December 1, 2024
- **11 councils of mayors and the City of Chicago** supported the management and implementation of **\$406+ million in federally funded projects** to improve safety and pavement and bridge conditions across the locally-maintained bicycle, pedestrian, and roadway network

# GOAL: A REGION THAT TAKES ACTION TO MITIGATE AND ADAPT TO THE IMPACTS OF CLIMATE CHANGE

To support this strategic goal, CMAP is leading climate action planning efforts for the greater Chicago area. We continue to produce valuable data, analysis, and resources to support local and regional climate action and resilience planning.

## NOTEWORTHY ACTIVITIES FROM 2024

### Develop the Comprehensive Climate Action Plan for Greater Chicago

The Comprehensive Climate Action Plan will outline strategies to reduce emissions in every sector — including transportation, buildings, industry, waste, water, and agriculture.

This year, we convened a steering committee and four topical working groups including experts from the public, private, and nonprofit sectors from across the region. Their expertise and diversity of perspectives will help guide and inform the climate action planning process.



**"CMAP convenes regional stakeholders with diverse perspectives to tackle difficult issues. Together, we will lift up regional priorities and empower communities to take climate action."**

— Carolyn Schofield,  
CMAP Board member and  
Comprehensive Climate Action Plan  
Advisory Committee representative

## Integrate equity into flood resilience investments

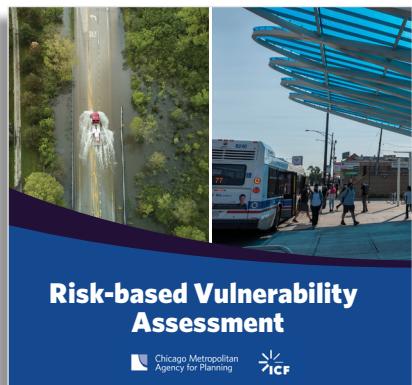
APRIL 2024

### Integrating equity into flood resilience investments

Flooding disproportionately impacts certain communities. By shining a light on this issue, integrating equity-related data, and directing investments to these communities, we can strengthen our resilience to flooding. CMAP released the [\*Integrating equity into flood resilience investments guide\*](#), which shows engineers, planners, and decision makers key considerations for integrating equity and highlights successful examples. The guide was developed alongside community-based organizations and grounded in the needs of the communities they represent.

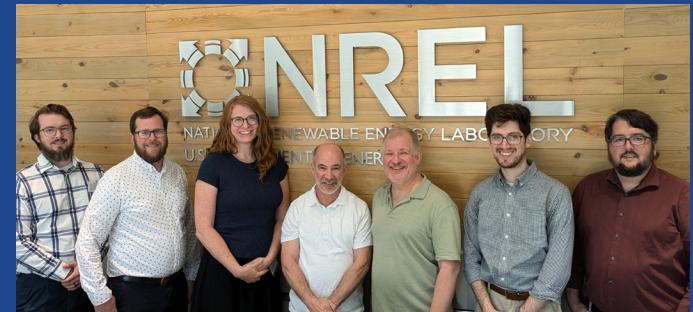
Thank you to the National Oceanic and Atmospheric Administration and Senator Dick Durbin for securing and funding this work.

## Assess the vulnerability of our transportation assets



As part of ongoing work to create a Transportation Resilience Improvement Plan for northeastern Illinois, CMAP completed a [\*risk-based vulnerability assessment of the transportation system\*](#). Using recent trends and projections, it identifies which transportation assets will be most impacted, where clusters of climate risk are distributed, and who will be most affected. The results will help identify and prioritize projects that support resilience in the region.

The data is also available on CMAP's Data Hub for partners to use to inform transportation and programming activities like comprehensive, capital improvement, and corridor plans.



CMAP traveled to the National Renewable Energy Laboratory in Golden, Colorado, to participate in the Clean Energy to Communities Summit. Team members shared CMAP's progress with testing different decarbonization scenarios for our region's transportation system, in partnership with ComEd and with assistance from the Respiratory Health Association and Argonne and Oak Ridge national laboratories. The region is leveraging funds awarded through the Clean Energy to Communities program to better understand how to create a clean transportation system and potential impacts on the electric grid.

## IN APPRECIATION

**Thank you to our Climate Committee members for contributing their time and expertise in 2024!**

Climate action planning in 2024 included 10 meetings with steering committee and working groups, as well as 22 presentations to the CMAP Board, committees, and other groups.

# GOAL: A ROBUST AND INCLUSIVE REGIONAL ECONOMY

CMAP supports a robust regional economy by promoting inclusive growth and access to economic opportunities. This requires coordinated strategies to develop a competitive global identity and outcompete peer regions economically.

## NOTEWORTHY ACTIVITIES FROM 2024



### IN APPRECIATION

Thank you to our Regional Economy Committee members for contributing their time and expertise in 2024!

CMAP coordinated with regional and local partners to leverage and promote our region's significant transportation and freight infrastructure assets, diverse talent, strong exporting industries, and world-class institutions of innovation, research, and culture.

We improved data resources like the Job Quality and Access Tool, to help local leaders plan for and invest in equitable resilience measures. We also supported regional economic development through the [Greater Chicagoland Economic Partnership](#), which celebrated one year of impact driving economic growth and advancing equity. The partnership is managed by World Business Chicago and comprised of economic development leaders across the public, private, and civic sectors in northeastern Illinois' seven counties and the City of Chicago.

## Chicago named top metro for corporate investment, 11 years in a row by Site Selection Magazine



**"The sense of regionalism exemplified by the Greater Chicagoland Economic Partnership will only reinforce the area's attractiveness to tech, logistics, innovation, and vibrant young talent in an economy as diverse as its population."**

*—Site Selection Magazine*



Executive Director Erin Aleman joins representatives from World Business Chicago and key figures from the Greater Chicagoland Economic Partnership to celebrate Chicagoland being named the top metro area in the United States for corporate investment — underscoring the region's appeal as a prime destination for business growth and development.

# PRIORITY: OUR PEOPLE AND CULTURE

CMAP is committed to developing its exceptional staff members and cultivating its agency culture. With a renewed people and culture strategy, we made progress on many of our goals to improve the employee experience, improve retention, develop teams, create a welcoming and inclusive work environment, and empower our staff to center equity in their work to support the region.

## NOTEWORTHY ACTIVITIES FROM 2024

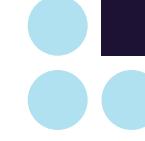
In 2024, CMAP team members advanced projects to promote fair and equitable hiring practices, foster an inclusive and welcoming workplace, and enhance effective communications with diverse, underrepresented, and historically marginalized communities. We also focused on accessibility and 504 compliance at the agency, and issued a request for proposals to shape the next phase of this work.

CMAP's WelMap program coordinates social activities and events to promote an inclusive and welcoming workplace. WelMap produced ten events in this year, including:

- A public service recognition event that honored CMAP's dedicated individuals and teams in award categories like good government, ON TO 2050 advancement, core values, and difference maker
- Celebrations for Pride Month and Hispanic Heritage Month which featured food, games, and music
- Bring Your Child to Work Day, with 20 staff members who brought their children to get a glimpse of working at the agency
- Team building events like a bake-off, regional tourism challenge, lunch hour craft sessions, and more







# CORE VALUES



## **Serve with passion**

We are passionate about serving the people of metropolitan Chicago. We build public trust by being good stewards of public resources and proactively sharing information.



## **Pursue equity**

We are guided by the principle that everyone has a right to opportunity and a high quality of life. We work to realize equity for all.



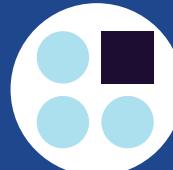
## **Foster collaboration**

We believe inclusion and collaboration strengthen our work. We seek out the voices of those who often go unheard or face barriers to public participation.



## **Lead with excellence**

We lead on issues that advance the region. We believe in the power of data and the story it tells. We identify and share solutions and inspire others to adapt them for their communities.



## **Drive innovation**

We are driven by the desire to find more efficient methods to achieve the most impact. We do this by seeking new solutions to old problems, taking calculated risks, and daring to try them.

# CMAP BOARD AND MPO POLICY COMMITTEE

## Board

### **Gerald Bennett**, Chair

Mayor, City of Palos Hills  
Represents Southwest Cook County

### **Carolyn Schofield**, Vice chair

Board Member, McHenry County Mental Health Board  
Represents McHenry County

### **Anne Sheahan**, Vice chair

Vice President, HNTB  
Represents City of Chicago

### **Frank Beal**

Senior Executive, Civic Consulting Alliance  
Represents City of Chicago

### **Matthew Brolley**

President, Village of Montgomery  
Represents Kane/Kendall counties

### **Jada Curry**

Mayor, Village of Lynwood  
Represents City of Chicago

### **Gary Grasso**

Mayor, Village of Burr Ridge  
Represents DuPage County

### **Paul Hoefer**

Mayor, Village of Mount Prospect  
Represents Northwest Cook County

### **Nina Idemudia**

CEO, Center for Neighborhood Technology  
Represents City of Chicago

### **John Noak**

Mayor, Village of Romeoville  
Represents Will County

### **Richard Reinbold**

President, Village of Richton Park  
Represents South Cook County

## MPO Policy Committee

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COO, City of Chicago  
Represents City of Chicago

### **Nancy Rotering**

Mayor, City of Highland Park  
Represents Lake County

### **Joanna Ruiz**

Vice President, Wallin/Gomez Architects, LTD  
Represents City of Chicago

### **Matthew Walsh**

Attorney, Hinshaw & Culbertson LLP  
Represents West Cook County

### **Abolfazl "Kouros" Mohammadian**

Professor/Department Head, Civil, Materials, and Environmental Engineering, University of Illinois Chicago  
Represents Illinois Governor's Office

### **Leanne Redden**

Executive Director, Regional Transportation Authority  
Represents MPO Policy Committee

### **Omer Osman**, Chair

Secretary, Illinois Department of Transportation  
Represents Illinois Department of Transportation

### **Jennifer "Sis" Killen**, Vice chair

Superintendent, Cook County Department of Transportation and Highways  
Represents Cook County

### **Frank Beal**

Senior Executive, Civic Consulting Alliance  
Represents CMAP

### **Jennifer Bertino-Tarrant**

Executive, Will County  
Represents Will County

### **Matthew Brolley**

President, Village of Montgomery  
Represents CMAP

### **Kelley Brookins**

Regional Administrator for Region V, Federal Transit Administration  
Represents Federal Transit Administration

### **Mike Buehler**

Chairman, McHenry County Board  
Represents McHenry County

### **Tom Carney**

Commissioner, Chicago Department of Transportation  
Represents Chicago Department of Transportation

### **Dorval Carter**

President, Chicago Transit Authority  
Represents Chicago Transit Authority

### **Deborah Conroy**

Chair, DuPage County Board  
Represents DuPage County

### **Jim Derwinski**

CEO/Executive Director, Metra  
Represents Metra

### **Thomas Evenson**

Senior Director of Public Affairs, Union Pacific Railroad  
Represents Class One Railroads

### **Scott Gengler**

Vice chair, Kendall County Board  
Represents Kendall County

### **Sandy Hart**

Chair, Lake County Board  
Represents Lake County

### **Richard Kwasneski**

Chair, Pace Board of Directors  
Represents Pace

### **Corinne Pierog**

Chair, Kane County Board  
Represents Kane County

### **Leanne Redden**

Executive Director, Regional Transportation Authority  
Represents Regional Transportation Authority

### **Cassandra Rouse**

Executive Director, Illinois State Toll Highway Authority  
Represents Illinois State Toll Highway Authority

### **Jeffery Schielke**

Mayor, City of Batavia  
Represents Council of Mayors

### **Vershun Tolliver**

Division Administrator, Federal Highway Administration  
Represents Federal Highway Administration

The Chicago Metropolitan Agency for Planning (CMAP) is the region's comprehensive planning organization. The agency and its partners developed and are now implementing ON TO 2050, a long-range plan to help the 7 counties and 284 communities of northeastern Illinois implement strategies that address transportation, housing, economic development, open space, the environment, and other quality-of-life issues.

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Chicago Metropolitan  
Agency for Planning