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MAYOR BRANDON JOHNSON ANNOUNCES CARLA KUPE AS CHIEF EQUITY OFFICER

Kupe will lead the Mayor's Office of Equity and Racial Justice in advancing equitable transformation throughout the City of Chicago

CHICAGO – Mayor Brandon Johnson today announced the appointment of Carla Kupe as the Chief Equity Officer of the Mayor's Office of Equity and Racial Justice (OERJ) during the City of Chicago's 4th Annual Juneteenth Flag Raising Ceremony in Daley Plaza. Kupe will develop an implementation and oversight framework for advancing equity across city departments to propel the Johnson Administration's commitment to a more just and inclusive Chicago for all.

"Carla's personal story embodies one of the best parts of our city, which is our diversity," said **Mayor Brandon Johnson**. "Her history, and her invaluable experience in the fields of equity and diversity, proves that she understands what it takes to lead a city that provides for all of its people. It is my pleasure to welcome her to our team, and I look forward to working with her as we honor the many cultures that make Chicago great."

As an attorney and longtime public servant, Kupe brings robust experience as a driver of systemic change with a rich understanding of anti-racism, equity, and inclusion. In previous roles, Kupe contributed to the work of OERJ, where she guided city departments in designing their Racial Equity Action Plans and served as a community partner facilitator for the Together We Heal initiative, a journey towards racial healing. Her innovative vision and experience will help build on OERJ's foundational work.

"I am humbled and grateful to participate in further advancing Chicago as a role model in forming equitable cities," said **Carla Kupe**. "There is no better time in history than now to empower Chicagoans."

Kupe's professional journey is one marked by significant achievements. She served as the first Director of Diversity, Equity, Inclusion, and Compliance at the City of Chicago Office of Inspector General, contributing to the overall strategic DEI



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direction for the organization. Additionally, she is the founder and CEO of The Impact Alliance LLC, a consulting enterprise focused on diversity, equity, inclusion, and anti-racism/colonialism. Kupe is also the co-founder of CZL P.C., a Black-Women led and owned law firm. These accomplishments underscore her expertise and readiness to lead the Office of Equity and Racial Justice.

“Kupe's ties to Chicago communities and work in equity and inclusion is worth commemorating and will help transform the work the Office of Equity and Racial Justice is leading,” said **Equity Advisory Council**. “She understands the community's role in racial equity work, and most importantly, she has the tools to navigate different spaces and dialogue.”

As the daughter of immigrant Congolese parents, Kupe is a multilingual individual who speaks eight languages. Having grown up in Luxemburg and lived in Chicago for the past 20 years, her unique personal background and diverse experiences have shaped her drive to cultivate community and advocate for social justice awareness in governance.

She holds a Bachelor of Arts in Political Science with a minor in Psychology from Kalamazoo College in Kalamazoo, Michigan, and a Juris Doctor from Loyola University Chicago School of Law. She also serves on various boards, such as Women of Color in the Workplace and the Chicago Southside Birth Center.

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