

CO-DESIGNING EQUITABLE MUNICIPAL SYSTEMS

Liam R. F. Bird
SY2026 COHORT

PARTNER WITH LRFB EQUITY CONSULTING, LLC

Sustaining Equity Through Co-design and Institutional Change

DESCRIPTION

LRFB Equity Consulting, LLC partners with municipalities to embed equity into governance through strategic planning, policy transformation, and inclusive community engagement. Our [Community Co-Design for Equity Framework](#) helps local governments build systems that are more transparent, responsive, and rooted in the lived experiences of those most impacted by inequity. We equip municipal leaders through equity-centered leadership development to marshal policy and systems change focused on those furthest from opportunity.

OBJECTIVE

To build a municipal cohort of local governments committed to advancing equity through leadership development, participatory planning, and community co-design.

OPPORTUNITY

Participating municipalities will gain:

- ✓ A research-based framework for co-designing equitable policy and practice with residents and staff
- ✓ Customized leadership development and professional learning on inclusive governance
- ✓ Support with aligning departmental strategies, budgets, and programs to equity commitments
- ✓ A train-the-trainer approach to build internal leadership

In 2025–2026, LRFB Equity Consulting, LLC is partnering with municipalities such as the City of Peoria and the Forest Preserve District of DuPage County. These partnerships are supported through our collaboration with the Center for Equity, Effectiveness, and Efficiency in Local Government (C3E), which extends our reach into local policy and performance transformation.

CO-DESIGNING EQUITABLE SCHOOLS

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ABOUT THE CEO AND FOUNDER

Liam Bird is the CEO of LRFB Equity Consulting, LLC and Learning and Education Director at C3E, where he leads efforts to transform schools, districts, and municipalities through equitable policy development and co-design. He was the founding Director of Racial Equity Initiatives at Chicago Public Schools, where he played a key role in launching the Office of Equity, and later served as the founding lead of the City of Evanston's Division of Organizational Performance and Equity.

LRFB Equity Consulting, LLC supports schools like Westinghouse and Haines, and municipal systems such as Peoria and the Forest Preserve of DuPage through C3E. C3E also streamlines operations for LRFB, ensuring efficient contract processing, including for Chicago Public Schools engagements ([learn more about C3E here](#)).

He is pursuing a doctorate in Education Policy at the University of Illinois at Urbana-Champaign, focusing on Diversity and Equity, building on his Master's in Public Policy from Northwestern University, where his research was presented internationally. A Surge Institute grant recipient, Bird founded LRFB Equity Consulting, LLC to support equity-centered transformation in school districts and municipalities.

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