

CITY OF WARRENVILLE

MEMO

To: Mayor and City Council
From: Cristina White, Assistant City Administrator *CW*
Subject: 2015 Strategic Plan – Revised Diversity Goal Objectives
Date: September 22, 2021

On November 16, 2020, the City Council adopted the following revised 2015 Strategic Plan Diversity goal.

“Create and promote an inclusive environment through outreach, education, and engagement that removes barriers and supports diversity; where all are welcomed, respected, treated equitably and valued within the community”

City staff, with input from the Inclusion, Diversity, Equity, and Awareness Commission (IDEC), recommends the following revisions to the Objectives statements listed under the Diversity goal. The revisions are intended to broaden the objectives to include all people in the community, which better aligns with the revisions previously made to the goal statement.

Status updates have also been included following each objective.

Revised Objectives and Status:

1. Have elected officials, with support from staff, make connections in the community that will help them recruit ~~Latino/Hispanic residents~~ volunteers representing diverse perspectives for City boards and commissions (resource: National League of Cities’ Civic Engagement and Recent Immigrant Communities) ~~#1 priority~~

Status: This is an ongoing effort. Completion of objective #2 will provide some additional opportunities to connect with more members of the community.

2. Meet with partners in Warrentville (~~i.e. churches, schools, Warrentville Youth & Family Services~~) who can assist with community outreach to ~~the Latino/Hispanic~~ minority, immigrant, and other underserved communities; identify and remove participation barriers. ~~of the partners and help remove those barriers. #2 priority~~

Status: IDEC is developing a list of community organizations and contacts that will aid in this outreach effort.

3. Find more ways to communicate in Spanish (newsletter, social media, web, bilingual employees). ~~#3 priority~~

Status: The City has employees in various departments that are bilingual, speaking both English and Spanish. Additionally, information about COVID-19 produced in Spanish by the Illinois Department of Public Health has been shared to the City's Facebook page. Translating printed materials or creating communication pieces in other languages requires additional staff and financial resources.

4. Review Chicago Metropolitan Agency for Planning's (CMAP) Immigration Integration Toolkit and identify programs and initiatives (i.e. Cultural Awareness Commission) that could be implemented in Warrenville and then present to City Council for consideration. ~~#4 priority~~

Status: In 2020, the City created the Inclusion, Diversity, Equity, and Awareness Commission. IDEC will review the CMAP Toolkit as it develops ongoing and future recommendations to the City Council.

5. Recruit for open positions in venues that target ~~diverse applicants~~~~the Latino/Hispanic population,~~~~including the Hispanic Alliance for Career Enhancement (HACE) and LatPro;~~ work with the BOFPC to target recruitment efforts as well. ~~#5 priority~~

Status: Non-sworn positions have been advertised on sites that target diverse applicants, including the Hispanic Alliance for Career Enhancement (HACE), LatPro, Diversity Jobs, and Blacks in Government. As one of its long-term objectives, IDEC would like to collaborate with the Board of Fire and Police Commission and Police Command staff to discuss recruiting efforts for sworn police positions.

6. Contact overlapping taxing bodies, nearby communities, and agencies to determine if partnerships can be developed to better serve ~~the Warrenville Latino/Hispanic~~ all members of the Warrenville community. ~~#6 priority~~

Status: IDEC includes Ex-Officio member openings for some of the overlapping taxing districts, including the Warrenville Fire Protection District, Warrenville Library District, Warrenville Park District, and CUSD 200. This provides an ongoing opportunity to partner and work on initiatives together. Other partnership opportunities will be evaluated by IDEC in the future.

7. ~~Involve Hispanic community in City celebrations and incorporate Hispanic cultural celebrations like Cinco de Mayo and the Christmas Posada into the community.~~ ~~#7 priority~~ Support and encourage culturally diverse community events and celebrations by partnering with other organizations. Work with event organizers to ensure that existing community events are open and inviting to all people in the community.

Status: Staff recommends this item be assigned to IDEC as a long-term objective.