



# 2015 Strategic Plan Update

As of June 27, 2019

This report delineates progress on the objectives of the 2015 Strategic Plan. For more information, please contact Assistant City Administrator, Cristina White at [cwhite@warrenville.il.us](mailto:cwhite@warrenville.il.us). The date at the end of each *Proposed Action Step* denotes the anticipated start dates for that action item.

## GOAL #6: Diversity

OBJECTIVE:	Elected Officials recruit Latino/Hispanic residents for boards/commissions.
ACTION STEPS TAKEN:	a. None.
PROPOSED ACTION STEPS:	
STATUS:	This is an ongoing objective.
OBJECTIVE:	Meet with partners in Warrenville to identify participating barriers and help remove them.
ACTION STEPS TAKEN:	a. None.
PROPOSED ACTION STEPS:	a. This objective requires a dedicated staff person, which will be considered as part of the Citywide Services and Staffing Study. (2019)
STATUS:	This is an ongoing objective.
OBJECTIVE:	Find ways to communicate in Spanish (newsletter, web, bilingual employees)
ACTION STEPS TAKEN:	a. The City has hired several additional Spanish-speaking employees since 2015. There are currently two employees in each Finance and Administration, and one employee in each Community Development and Police that speak Spanish. (2015-2019) b. The City's website offers a Google Translate feature, which allows visitors to translate website content in over 100 languages, including Spanish. (2012)
PROPOSED ACTION STEPS:	a. Consider resources required to publish the newsletter in Spanish as part of the Services and Staffing Study. (2019)
STATUS:	This is an ongoing objective.
OBJECTIVE:	Review the CMAP Immigration Integration Toolkit & Identify programs/initiatives that could be implemented in Warrenville.
ACTION STEPS TAKEN:	a. None
PROPOSED ACTION STEPS:	b. This objective requires a dedicated staff person, which will be considered as part of the Citywide Services and Staffing Study. (2019)
STATUS:	This is an ongoing objective.
OBJECTIVE:	Recruit for open position in venues that target Latino/Hispanic population.
ACTION STEPS TAKEN:	a. The City utilizes two different online job forums for posting positions to attract a more diverse workforce: Diversity Jobs, and Hispanic Alliance for Career Enhancement (HACE). (2018) b. The number of Spanish-speaking employees, as well as those of Hispanic and Latino ethnicity have increased over the past decade.



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PROPOSED ACTION STEPS:	
STATUS:	This is an ongoing objective.
OBJECTIVE:	Contact overlapping taxing bodies, nearby communities and agencies to determine if partnerships can be developed to serve Warrenville Latino community,
ACTION STEPS TAKEN:	a. None.
PROPOSED ACTION STEPS:	a. This objective requires a dedicated staff person, which will be considered as part of the Citywide Services and Staffing Study. (August 2019)
STATUS:	This is an ongoing objective.
OBJECTIVE:	Involve Hispanic community in City celebrations and incorporate Hispanic cultural celebrations into the community.
ACTION STEPS TAKEN:	a. City staff have observed a noticeable increase in attendance by Hispanic and Latino families at the Fourth of July celebrations, and National Night Out, which is based on empirical data only. (2016-2019) b. The City funded a mariachi band at the 2018 Summer Daze event.
PROPOSED ACTION STEPS:	
STATUS:	This is an ongoing objective.