

## GOAL STATEMENTS, OBJECTIVES & PRIORITIES

CONTINUED

### GOAL 6



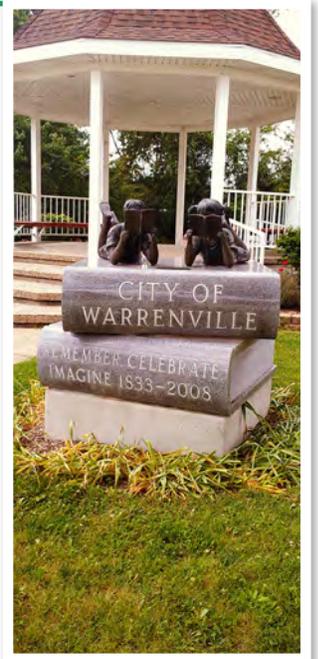
#### DIVERSITY

##### Statement

Create a culture that is inclusive of all residents of the community, with specific emphasis on outreach to the Latino/Hispanic residents to be included in City events and programs and represented on City boards and commissions.

##### Objectives

- Have elected officials, with support from staff, make connections in the community that will help them recruit Latino/Hispanic residents for City boards and commissions (resource: National League of Cities' Civic Engagement and Recent Immigrant Communities) #1 priority.
- Meet with partners in Warrenville (i.e. churches, Warrenville Youth & Family Services) who can assist with community outreach to the Latino/Hispanic immigrant community; identify participation barriers of the partners and help remove those barriers #2 priority.
- Find more ways to communicate in Spanish (newsletter, web, bilingual employees) #3 priority.
- 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.
- Recruit for open positions in venues that target 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.
- Contact overlapping taxing bodies, nearby communities, and agencies to determine if partnerships can be developed to serve the Warrenville Latino/Hispanic community #6 priority.
- Involve Hispanic community in City celebrations and incorporate Hispanic cultural celebrations like Cinco de Mayo and the Christmas Posada into the community #7 priority.



## 2015 Strategic Plan – Diversity Goal

Revised September 2021

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### **Approved 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

### **Objectives:**

1. Elected officials, with support from staff, to make connections in the community that will help them recruit volunteers representing diverse perspectives, including Latino/Hispanic residents for City boards and commissions.

2. Meet with partners in Warrentville (i.e. churches, schools, Warrentville Youth & Family Services) who can assist with community outreach to minority, immigrant, and other underserved communities; identify and remove participation barriers.

**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).

**Status:** The City lacks resources for this item and it is not feasible in the near future without 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 Warrentville and then present to City Council for consideration.

**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, including the Hispanic Alliance for Career Enhancement (HACE), LatPro, Diversity Jobs, Blacks in Government, and others as appropriate; work with the BOFPC to target recruitment efforts as well.

**Status:** Non-sworn positions have been advertised on sites that target diverse applicants. 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 Police positions.

6. Contact overlapping taxing bodies, nearby communities, and agencies to determine if partnerships can be developed to better serve all members of the Warrentville community.

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**Status:** IDEC includes Ex-Officio member openings for some of the overlapping taxing districts (fire, library, park, and CUSD 200) to participate. Other partnership opportunities should be evaluated by IDEC in the future.

7. 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:** This item should be assigned to IDEC as a long-term objective.