

CITY OF WARRENVILLE

MEMO

To: Inclusion, Diversity, Equity, and Awareness Commission
From: Cristina White, Assistant City Administrator
Subject: Commission Objectives - Revised
Date: February 11, 2022

The following list of short-term and long-term objectives has been revised to incorporate feedback from the Inclusion, Diversity, Equity, and Awareness Commission.

FY 2023

- Evaluate benefits of City membership in the National League of Cities, Government Alliance on Race and Equity, and other groups that can provide resources and guidance.
- Recommend opportunities to interact with the community through established events, programs, etc.
- Assist the City and other taxing districts in identifying other recruiting channels to encourage a diverse employment applicant pool.
- Connect to two existing training programs and offer to City staff, appointed officials, and elected officials; invite others to participate.
- Establish a list of training programs the Commission members have attended
- Evaluate current methods of communication – are there barriers to reaching residents in the community?
- Consider opportunities to engage the community to gather feedback, possibly through creation of community relations liaisons from within the commission.
- Determine how the commission measures effectiveness and progress.
- Developing surveys and listening posts

FY 2024

- Work with other community groups to assess what initiatives or programs exist.
- Recommend opportunities to interact with the community through new events, programs, etc.

- Recommend programs and evaluate hiring practices to help attract and retain service-minded individuals to local government jobs.
- Recommend training programs for City staff, appointed officials, and elected officials regarding diversity and inclusion. Invite other taxing districts to participate in or incorporate similar training programs.
- ~~Developing surveys and listening posts~~

FY 2025

- Develop education materials for the community, and determine how the information will be disseminated.
- Recommend opportunities to incorporate volunteer service days.
- Consider a joint communication strategy with other districts and community groups.

Longer-term Ideas

- Work with the Board of Fire and Police Commission and the Police department staff to identify recruiting strategies that further encourage a diverse applicant pool for police testing. Are there barriers that prevent minority applicants from progressing?
- Work with the Police department on opportunities to further engage in the community.
- Work with other City departments on opportunities to improve interaction and service to the community.
- Work with minority-owned business owners to encourage involvement in the community.
- Work with non-profit and other community organizations to encourage involvement in the community.
- Create educational resources for community groups that receive City grant funding.

Completed

- Recommend modifications to the City's Mission, Vision and Values statement to incorporate inclusion, diversity, and equity.
- Establish the IDEC mission statement and define what equity, inclusion, and diversity mean to Warrentonville.

- Create and issue a public statement identifying why this is important to Warrenville.
- Create a list of groups, both within Warrenville and outside to establish contacts.
- Create a calendar to recognize important dates throughout the year – possible celebrations.