

EMPLOYEE MISSION STATEMENT

(Adopted by City Council: August 2, 2021)

The City of Warrentville is dedicated to nurturing an inclusive and vibrant community, providing the highest quality of service, and protecting the health, dignity, safety, and well-being of all individuals who live, work, visit, and conduct business in the community.

VISION/VALUE STATEMENT

(Adopted by City Council: August 2, 2021)

The City of Warrentville aspires to:

- Maintain a welcoming and inclusive community with a safe, friendly, helpful atmosphere for all those who live in, work in, or visit the City
- Ensure all people of Warrentville have access to opportunities that promote physical and mental well-being
- Foster positive and equitable community engagement, providing opportunities to interact and connect
- Preserve and promote a clean, healthy, sustainable environment and natural open spaces
- Encourage equitable educational opportunities and commitment to life-long learning
- Maintain a variety of housing opportunities that encourage diverse residential neighborhoods
- Support accessible recreational opportunities and facilities
- Enhance local economic and community development to promote a thriving and diverse mix of businesses
- Support and collaborate with community partners and overlapping taxing districts
- Strive to continuously improve city services and local infrastructure
- Operate in a fiscally responsible manner

The City of Warrentville values:

- **Collaboration:** Engaging with and recognizing the contributions of the community.
- **Inclusivity:** Respect the diversity and dignity of all we serve.
- **Integrity:** Ethical and fair stewardship of all resources.
- **Service:** Delivering high quality City services.
- **Transparency:** Honest and open communication.

OBJECTIVES

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?
- Develop a communication plan to re-enforce City’s commitment to diversity and inclusion
- Consider opportunities to engage the community to gather feedback, possibly through creation of community relations liaisons from within the commission or a community survey.
- Determine how the commission measures effectiveness and progress.

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.

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.
- Work with City staff to identify barriers that may interfere with employee retention goals.

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 Warrenville.

Mission, Vision/Value Statement, and Objectives

Last Revised August 13, 2022

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- 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.