

	January - June 2023	July - December 2023
<i>Internal Actions</i>		
Pursue feedback from employees on Diversity, Equity, and Inclusion	<ul style="list-style-type: none"> Continue to serve as a resource for employees. Some examples of action from the survey: City Manager continues townhalls, training recommended for all employees, Core Values Committee sponsors additional employee engagement activities, and DEI manager authors monthly articles on related topics for publishing in Core employee newsletter. 	<ul style="list-style-type: none"> Continue to serve as a resource for employees. Determine timing for additional employee survey(s).
Improving DEI through updated recruitment, engagement, and retention strategies	<ul style="list-style-type: none"> Emerging Leaders completed project on improving employee engagement within the organization. 	<ul style="list-style-type: none"> Implement Emerging Leaders recommended passport program and department spotlight program.
	<ul style="list-style-type: none"> Completed Metropolitan Mayors Caucus/UIC project focused on employee retention in partnership with Chief Arres. Completed interviews and met with stakeholders on employee retention initiative in IT. 	<ul style="list-style-type: none"> Work with IT department leadership on recommended specific retention strategies and evaluate results.
	<ul style="list-style-type: none"> Analysis of recruitment and retention data and processes. (Delayed due to HR Director vacancy). 	<ul style="list-style-type: none"> Review of recruitment practices with HR to identify and remove barriers to inclusion (interview/hiring panel training anticipated).
Expanding employee awareness through increased DEI education and training	<ul style="list-style-type: none"> Evaluated current training systems. Identified four courses for employee training: Fostering inclusion and belonging, Living our core values, Bias, and Inclusive leadership. 	<ul style="list-style-type: none"> Complete RFP and execute contract for development of training courses. Create schedule and parameters for implementation of first two courses.
Evaluation of City services		<ul style="list-style-type: none"> Evaluate citizen survey responses to ensure a high level of service to all residents. In conjunction with sustainability efforts, begin review of procurement practices to provide increased access in 2024.
<i>External Actions (joined with community partners)</i>		
Increase DEI engagement and awareness and build community	<p>Embrace Naperville event series:</p> <ul style="list-style-type: none"> Event #2: partnership with KidsMatter and CYT in a Naperville Kindness Campaign culminating with activities in February 2023 and a downtown banner campaign in March 2023. Event #3: partnership with the Naperville Library for an Asian American Pacific Islander-focused event in May 2023. 	<ul style="list-style-type: none"> Event #4: in conjunction with the school districts, North Central College and COD, Youth Forum in fall 2023.
	<ul style="list-style-type: none"> Board and commission demographic data added to website. First phase of demographic story maps created on website. Social media campaign highlighting federally recognized Heritage and History months throughout 2023. 	<ul style="list-style-type: none"> Regularly update board and commission data, add geographic data. Continue to expand story maps with additional demographic data to more fully display Naperville's demographics Determine DEI social media pathway for 2024.
		<ul style="list-style-type: none"> Begin work with Police Chief on evaluation of a Diversity Advisory Council.
Build partnerships with other community organizations to improve DEI within the community	<ul style="list-style-type: none"> Chinese American Women in Action Newly Created SD203 School Resource Fair SD203 new Superintendent's Student Advisory Council 	<ul style="list-style-type: none"> Alliance of Latinos Motivating Action in the Suburbs (ALMAS) – a non-profit organization focused on building Latino community, collaboration, and empowerment. S.U.C.C.E.S.S (School Using Coordinated Community Efforts to Strengthen Students) parent organization. Explore SD204 Parent Diversity Advisory Council partnership possibilities Continue to expand the City's partnerships and connect groups in the community. Leverage opportunities to partner on activities and events as they arise.
Serve on and leverage other organizations' DEI boards and committees	<ul style="list-style-type: none"> NCC's 2024 Martin Luther King, Jr., and BHM committee, KidsMatter Collaborative Youth Team, Naperville Chamber of Commerce DEI Committee, MMC DEI Committee, DuPage County Martin Luther King, Jr., Advisory Committee. 	<ul style="list-style-type: none"> Continue to serve as time and priorities permit.

<p>Serve as a resource for training or guest speaker on DEI</p>	<ul style="list-style-type: none"> Naperville Interfaith Leaders Association World Peace Day speaker, Naperville Neighbors United Juneteenth speaker, NCTV17 Board guest speaker, North Central College Teach-in presenter, Benedictine University Teach-in presenter, NACC Unity Breakfast speaker, Boy Scouts Leadership Breakfast, Naperville Public Library Juneteenth reading hour reader. 	<ul style="list-style-type: none"> Continue to serve as a resource and speaker as time and priorities permit.
<p>Engage Naperville's Youth on DEI</p>	<ul style="list-style-type: none"> Monthly meetings – school year 2022-2023 Youth INclusion Ambassadors. Naperville Central's Voices Class presenter. 	<ul style="list-style-type: none"> Continue to work with youth organizations to expand engagement.
<p><i>Human Rights & Fair Housing Commission (Human Rights component)</i></p>		
<p>Provide a forum and process for investigation of violation of the City's Human Rights and Fair Housing Ordinance</p>	<ul style="list-style-type: none"> Work with parties to resolve informal complaints. Receive all formal complaints, conduct investigations with parties to all formal complaints, provide factual details to commission, follow up with parties as directed by commission and make recommendations to commission based upon feedback from parties and Municipal Code provisions. Provide written decisions to parties in all formal complaint cases. 	<ul style="list-style-type: none"> Investigate and process complaints as they arise. Train newly appointed commission members.