

July - December 2023

2024

Internal Actions

Expanding employee awareness through increased DEI education and training

- Completed RFP process for training vendor to deliver citywide employee training - Fostering inclusion and belonging and Inclusive leadership.

- City Council approval of vendor contract.
- Partner with HR and vendor on an updated employee inclusion survey to guide training materials and metrics development.
- Develop communications and training schedules.
- Vendor delivers training courses.

Improving DEI through updated recruitment, engagement, and retention strategies

- Guided the DEI Emerging Leaders project: Emerging Leaders successfully launched a new employee passport project and monthly department spotlight in Core. (Engagement and retention)
- Began analyzing recruitment practices and processes with the new HR Director.

- With HR, map existing recruitment and hiring processes and identify appropriate updates.
- With HR, examine online employee engagement tools.
- With HR, identify available data to begin measuring the impact of programs and initiatives.
- Evaluate and refine the passport project and department spotlight program.

- Completed IT retention project and recommended strategies to the Director.
- Outcomes included opportunities to increase trust within the department; team engagement grew as members felt empowered to share their knowledge and ideas with

- Participate with Advisory Committee to UIC Great Cities and not-for-profit dedicated to growing the work of inclusion in local municipalities started through the MMC operationalizing DEI pilot. Goal, share best practices, learn from work of others, help advance work in municipalities.

	<p>others and learn what others were doing.</p> <ul style="list-style-type: none"> • Engagement with Metropolitan Mayors Caucus/UIC project participants pursuing recruitment and retention initiatives to share and learn from collective experiences. Some common themes included the following: the importance of buy-in at all levels of the organization, including leadership; the importance of building trust across municipal departments; the benefits of having a mission and core values in place before work starts; the importance of knowing where your organization is on the DEI spectrum; strategies for continuing the work post a setback. 	<ul style="list-style-type: none"> • Explore potential retention projects with other Directors
<p>Evaluation of City services</p>	<ul style="list-style-type: none"> • Participated with the Finance Department at a procurement seminar with the Muslim Chamber of Commerce on doing business with Naperville. 	<ul style="list-style-type: none"> • Use newly collected procurement data to understand current demographics of purchasing practices. • With Finance, review procurement practices from a sustainability and diversity lens to provide increased access • Review results of the community survey by demographic (age, income, geography, race) to identify service level disparities • Meet with community partners to understand the socioeconomic challenges of residents

<i>External Actions (join with community partners)</i>		
<p>Increase understanding though increased DEI engagement</p>	<ul style="list-style-type: none"> • Embrace Naperville event series Event #4: Youth Forum on October 25, 2023 in conjunction with District 203, District 204, and North Central College. 	<ul style="list-style-type: none"> • <i>Embracing Community: Expanding Our Dialogue, Deepening Our Understanding</i> • Partnership with North Central College to assist in developing Inclusive Community Conversations. “Community Conversations” will expand the conversations we started in year one and include a wider segment of the Naperville community. We will expand and grow community engagement in the work by intentionally increasing the number of conversations we can hold during the next year. • Launch “<i>Community Conversations.</i>” Intentionally creating community dialogue throughout the year by leveraging different partnerships, including the Senior Task Force (intergenerational conversations) and the Accessible Community Task Force. • Partnership with Naperville Public Library and North Central College for a Black History Month musical project at North Central College. • Partnership with Naperville Public Library and Naper Pride to bring the Human Library experience to Naperville in April 2024

	<ul style="list-style-type: none"> • Added age and household demographic data to the website/story map, showing Naperville is aging, and the rise in childless homes and senior households in the community. • Social media campaign highlighting federally recognized Heritage and History months throughout 2023. • Updated the board and commission demographic data on the website. 	<ul style="list-style-type: none"> • Update board and commission data on website, adding geographic data. • Continue to expand story maps with additional demographic data around socioeconomics to display Naperville's demographics more fully. • Determine DEI communication focus and schedule for 2024.
<p>Work across internal disciplines to strengthen the external community</p>		<ul style="list-style-type: none"> • Begin work with the Police Chief on developing a Diversity Advisory Council.
<p>Build partnerships with other community organizations to improve DEI within the community</p>	<ul style="list-style-type: none"> • Attended Alliance of Latinos Motivating Action (ALMAS') in the Suburbs, the first community panel discussion. ALMAS is a non-profit organization that builds Latino community, collaboration, and empowerment. 	<ul style="list-style-type: none"> • S.U.C.C.E.S.S (School Using Coordinated Community Efforts to Strengthen Students) parent organization. • Building from experiences with District 203, explore District 204 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.
<p>Serve on and leverage other organizations' DEI boards and committees</p>	<ul style="list-style-type: none"> • NCC's 2024 Martin Luther King, Jr., and Black History Month committee, KidsMatter Collaborative Youth Team, Naperville Chamber of Commerce DEI Committee, MMC 	<ul style="list-style-type: none"> • Continue serving on these committees as appropriate.

	DEI Committee, DuPage County Martin Luther King, Jr. Advisory Committee.	
Serve as a resource for training or guest speaker on DEI	<ul style="list-style-type: none"> • North Central College President's Roundtable speaker; Chicagoland Health, Safety, and Environment Conference speaker – The intersection of Safety and DEI; Present Ethics workshop for ASSP (American Society of Safety Professionals) 	<ul style="list-style-type: none"> • Continue to serve as a resource and speaker as time and priorities permit.
Engage Naperville's Youth on DEI	<ul style="list-style-type: none"> • Met with Youth Inclusion Ambassadors to organize Youth Forum with their input at the forefront. 	<ul style="list-style-type: none"> • Continue to work with youth organizations to expand engagement.
<i>Human Rights and Fair Housing Commission (Human Rights component)</i>		
Provide a forum and process for investigation of violation of the City's Human Rights and Fair Housing Ordinance	<ul style="list-style-type: none"> • Work with parties to resolve informal complaints. • Receive all formal complaints, conduct investigations with parties, provide factual details to the commission, follow up with parties as directed by the commission, and recommend to the commission based upon feedback from parties and Municipal Code provisions. Provide written decisions to 	<ul style="list-style-type: none"> • Investigate and process complaints as they arise. • Train newly appointed commission members. • Encourage participation of members in Embracing Community events (2 members or less per event)

parties in all formal complaint cases.