

# **Building an Inclusive Community**

---

# Naperville Diversity, Equity & Inclusion

---

Geneace Williams, JD, PhD  
DEI Manager





# Naperville DEI Mission

---

To create “an  
inclusive community  
that values diversity.”



*Taken from the Naperville Citywide Mission Statement*



# City of Naperville DEI Vision

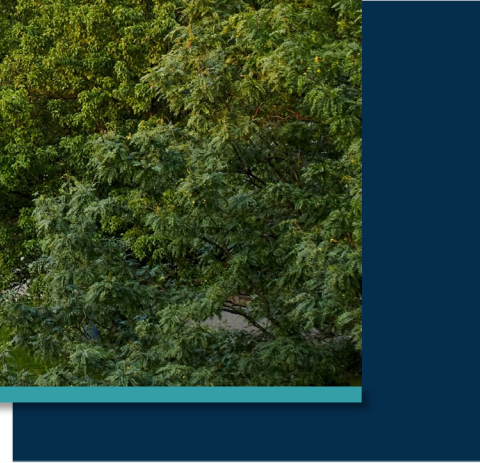
---

To be an organization with a conscious culture where inclusion and belonging are core to our foundation and reflected in our outcomes.

# What Could Lead to Success?



**Building  
Community**



# NAPERVILLE STRATEGIC PLAN



[Home](#) » [What's Next Naperville?](#)

## What's Next Naperville?



Thank you for visiting the Naperville Strategic Plan. Our public input phase is now complete. We appreciate all who completed a survey or engaged in one of our online forums over the past several months.

City staff is in the process of developing a Priorities Plan that reflects priorities identified through public input and discussions with city staff and elected officials. Once final, the Priorities Plan will serve as a touchstone for city operations over the next three years.

The final Priorities Plan is scheduled to be on the agenda for the Naperville City Council on November 2. Please visit the [City of Naperville website](#), for the latest information on the Priorities Plan.

# Inclusion

**Survey – How welcoming do you think the Naperville community is for each of the following groups?**

(“community” refers to the entire community, including Naperville city government, schools, businesses, employers, and residents) [not welcoming, slightly welcoming, moderately welcoming, very welcoming, don’t know]

---

# Community

**Diversity, Equity and Inclusion is important in Naperville.** *[response options: Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]*

---

# Belonging

**I would feel comfortable attending a City Council meeting to express my perspective on a community matter that impacts diversity, equity and inclusion.** *[response options: Strongly Disagree, Disagree, Neither Agree nor Disagree, Agree, Strongly Agree]*

# Sample Community Questions

---

*Pose the right questions*

---

*Define terms used*

---

## Activity #2 Discussion Forum

---

City leaders identified inclusion and diversity as central to the mission of Naperville city government in 2019. The City's mission statement is:

*“To provide services that ensure a high quality of life, sound fiscal management, and a dynamic business environment, while creating an inclusive community that values diversity.”*

**What recommendations do you have for the City of Naperville as it works to create a more inclusive community that values diversity?**

---

**People will forget what you said,  
people will forget what you did,  
but people will never forget how  
you made them feel.**

---

Maya Angelou