

Diversity, Equity, and Inclusion Task Force Most Frequently Asked Questions

What is a Diversity, Equity, and Inclusion Task Force?

A Diversity, Equity, and Inclusion Task Force (DEI) can take on different forms depending on how it is implemented and how it is utilized. In Geneva, the task force will begin at the ground floor by leading efforts to engage and listen to diverse communities within Geneva and help chart a course for the future. Task force members are empowered to make recommendations regarding policy, practices, and standards that result in positive change.

Why does Geneva need a Diversity, Equity, and Inclusion Task Force?

When developing the 2025 Strategic Plan, residents and stakeholders emphasized a desire to see Geneva take proactive steps to ensure it is open and welcoming to all individuals. A more inclusive and welcoming Geneva improves everyone's quality of life. Geneva is stronger when everyone is able to fully participate and engage in civic life. The formation of the task force isn't the conclusion of this effort, but an important step toward in work that remains in progress.

Who can apply to be on the task force and how many people will there be?

The task force will consist of a combination of nine City of Geneva residents and community stakeholders. The Strategic Plan Advisory Committee strongly encourages residents and stakeholders identifying with all aspects of diversity to apply. No prior municipal or government experience is required. Qualifying stakeholders may include individuals who work at or operate a business based in the City of Geneva.

How will the members be selected?

An application will be posted on the city's website. Members of the City's Strategic Planning Advisory Committee will conduct interviews with applicants. Selected applicants will be appointed by the Mayor with consent of the City Council. SPAC desires to recommend the appointment of individuals who are able to give voice to a variety different perspectives and experiences.

What is the time commitment?

The task force will meet at least once per month. In general, meetings take place in the evenings and members should expect to dedicate 1-2 hours a week outside of meetings depending on task force activities. The time commitment may vary as the task force progresses in its work.

Where will meetings take place?

Meetings will likely take place in person at City Hall, depending on availability of space, schedules, and COVID-19 restrictions. Task force activities may be conducted virtually or at alternative locations as necessary.

What will the Task Force do?

The task force will work in partnership with SPAC and City Staff to coordinate outreach and develop recommendations to ensure Geneva is welcoming and inclusive community. Through engagement and listening, this task force will work to identify issues and any barriers that may prevent friends or neighbors from fully participating in civic life. To accomplish this the task force may compile data, conduct surveys, interview residents, gain insight from experts, and coordinate community focused activities.

What does the task force present or deliver to City Council?

The task force will develop and present its findings to the community and City Council, including key themes identified in its engagement and recommendations related to relevant policies and practices. As a starting point, the task force will focus on actions that;

- Ensure Geneva is open and welcoming to all
- Help build new and stronger relationships with diverse communities
- Facilitate a greater understanding of relevant issues, barriers, disparities, and recognition of how diversity strengthens our community
- Identify barriers and address challenges to a more diverse workforce and representation across the breadth of elected officials, boards, and committees.

SPAC anticipates that task force members will have the opportunity to remain involved and assist with implementation and ongoing work related to diversity, equity, and inclusion in Geneva.