

City of Berwyn Policies & Initiatives that foster Inclusion & Diversity for our Multicultural Community

As a resident of Berwyn for over fifty years, I've seen our community change in so many ways. Founded by Swedish immigrants as a blue-collar community, Berwyn has continued to open its doors to Czechs, Italians, persons of Latino heritage, Asians, African-Americans, and those of the LGBTQ+ community. As Mayor of Berwyn, I embrace the diversity and helped establish Berwyn as a Welcoming Community. The City of Berwyn will not tolerate discrimination or harassment due to a person's race, creed, gender, or sexual orientation and will prosecute to the fullest extent of the law. By coming together and bringing forth our different viewpoints, talents, and contributions, we can only build a better Berwyn. I'd like to share with you some of the ways that Berwyn continues to move forward in making everyone feel welcome in our City of Homes.

- Mayor Robert J. Lovero

The City is proud of its diverse multicultural community and that we attract people from across the Chicagoland area who call Berwyn home. Diversity and inclusion are a vital part of our way of life. The City has a long history of advancing policies and initiatives that embrace diversity and celebrate our various cultures, including:

- **A Welcoming City Ordinance** established in 2017 that reinforces the city's commitment to protecting all of its citizens, regardless of immigration status.
- **Equal Opportunity:** The City of Berwyn is committed to a policy of equal opportunity free from discrimination and harassment. All City services to the public and employment related policies are administered without regard to race, sex, color, age, national origin, religion, sexual orientation, gender identity, disability or marital status.
- **Our City Council** is comprised of 8 alderman who are elected at-large from their respective districts to four-year terms. Members of our City Council are diverse in terms of gender, race, ethnicity, nationality and sexual orientation representing the composition of our diverse local community.
- **Our City's Administration** is comprised of a Mayor of Italian and Mexican heritage whose staff, including the City Administrator, are women of Hispanic/Latino heritage.
- **The Staff at City Hall** are diverse in terms of gender, race ethnicity, nationality and sexual orientation representing the composition of our diverse local community. Translation services have been available to residents since 2009 as staff speaks English, Spanish, Italian, Polish, Cantonese, and Tagalog.
- **Berwyn's Policy Against Discrimination and Harassment in the Workplace** established in 2011 supports the premise that its employees should be able to work in an atmosphere free from all forms of unlawful discrimination and unlawful harassment. It was expanded on in 2019 to specifically address sexual harassment.
- **Same-sex Domestic Partnership benefits for City workers:** Since 2009, the City offers domestic partner health benefits, legal dependent benefits and equivalent family leave.
- **The Community Relations Commission** was established in 2008 to eliminate discriminatory practices regarding housing within the City of Berwyn. They follow Ordinance 620 which states that all persons living or desiring to live in the City of

Berwyn have a fair opportunity to purchase, lease, rent or occupy housing or other real estate, to provide all persons desiring employment in the City fair and equal employment opportunities, and to provide all persons full and equal access to all public places of accommodation.

- **Updated City of Berwyn Employee Handbook** that incorporates gender neutral pronouns that are inclusive to all current and future City personnel
- **The City of Berwyn Citizen Boards** are composed of members of our diverse community, community leaders and entrepreneurs that are part of the City's policy-making process by providing recommendations on diverse matters of public concern, such as municipal planning, public art, housing codes, and others.
- **The City's Diversity Commission** was established in 2019 to review and evaluate the City's and Police Department's current policies and procedures regarding racial profiling. Originally set up as a temporary commission, this commission will now be permanent with the purpose of being a recommending body to City Council as it reviews ways in which to improve equity and inclusivity within the City of Berwyn
- **The Berwyn Development Corporation (BDC) Women in Business Group.** The City of Berwyn subsidizes the BDC for economic development and business chamber services. The BDC has a Women in Business Group that offers Berwyn's first and only forum for women in all levels of business. They are able to connect with other local professionals on a deeper level, learn new best practices and build comradery with other women conquering the same challenges faced in their business and career.
- **The Berwyn Pride Walk** started in 2016 draws hundreds of LGBTQ community members and allies from across the Chicago suburbs and shares a message of love, hope and equality in a safe space.
- **La Corrida del Mariachi and Fiestas Nuestras Raices** is an annual event that promotes not only health and wellness in our community, but also celebrates the diversity of the Hispanic community in Berwyn.
- **Berwyn Public Library** continues to broaden its services to meet the community's needs. Most recently, it has added citizenship classes, legal immigration services, and offers workshops for schools and non-for-profits on immigrations rights.
- **Autism Awareness & Action Day in the City of Berwyn Proclamation** On October 2019, the Office of the Mayor collaborated with city departments, local non-for-profit organizations, local school districts, park districts, and residents of the City of Berwyn to promote awareness and encourage all residents to learn more about what they can do to support individuals on the autism spectrum and their families. The proclamation also yielded autism awareness training for First Responders to the Berwyn Police Department and Berwyn Fire Department.