

## **REDI Committee Bi-Monthly Meeting Agenda**

In light of the Governor's Covid-19 Disaster Proclamation, it will be impractical and imprudent to conduct committee meetings of the Ridgeville Park District other than electronically. The REDI Committee meeting will take place on August 18, 2022 at 6:30 pm. While this a public meeting, attendance at the committee meeting will be solely by means of Zoom. The Zoom meeting will be electronically recorded.

The Zoom link to join the meeting is:

<https://us02web.zoom.us/j/88476633402?pwd=bko4SUlyOTVza3pOaG1Zamhiak1DUT09>

To Call-In: 1-312-626-6799 Meeting ID: 884 7663 3402 Passcode: 406246

- I. Call Meeting to Order
  - A. Meeting is called to order at 6: 34pm
  - B. Present: Jacy Herman (JH), Elaine Siegel (ES), Natalie Sallee (NS), and Matt Rodgers (MR)
  - C. Not present: Andrew Wymer (AW)
  - D. Vacant position: Martha Gaines
  - E. Joined by: Aisha Robinson (AR), Julie Lewis (Notes)
- II. Approval of Minutes
  - A. June 2, 2022—not enough members present from the last meeting for a quorum. Vote tabled.
- III. Old Business
  - A. None
- IV. New Business
  - A. Update (Jacy) AR was officially hired. Diana Anton is a new RPD board member. Elections next spring: three board member spots will be open. RPD Board has approved hiring a group for the search of the new director.
    1. AR recommends having a conversation about why we are doing this work and showing up. Along the same lines, Dr. Logan had a question: what motivates you to do this type of work?
  - B. Pending confirmation: Update from Aisha
    1. AR is reviewing previous meetings and documents as a full audit, including interviews with committee members. Is looking for views on where the committee has been and where they think they should be. Then hope is to be able to identify next steps.
  - C. Director search (Jacy)
    1. JH Natalie is a viable option for the RPD director position. If NS applies to the board position, JH suggests that there should be the option for NS to bow out of conversation or for the committee to request her to step away for comfortability reasons.
    2. NS equity has to be at the forefront of the conversation and is comfortable remaining a part of the conversation in the REDI position. If it

is uncomfortable for any committee member, she is happy to dismiss herself.

3. ES happy to have NS here unless she is uncomfortable. A closed session discussion could be appropriately considered for confidential conversations to avoid potential conflicts of interest. General conversation where NS is a part could be deemed unfair.
4. NS transparency is important to me and having conversations about the process open to the public is important. Candidate discussions, however, should be confidential and I should not be a part of it. REDI should have an active roll in the process.
5. AR has a list of questions that would impact this committee's involvement in the process. How do you make sure all candidates have access to the information at the same time?
6. JH 'here are AR's recommendations:
  - a) Historically, REDI has not been involved in any of these processes. Perhaps we recommend that we should be or that the equity lens is used. We are not a decision making body, that is for the RPD Board.
  - b) What's the potential impact of the REDI committee being involved in the hiring process?
    - (1) JH would be disappointed if we hired someone who didn't have a focus on equity mission.
    - (2) NS important that possible candidates have their own personal views on equity missions. REDI has already spent valuable time with Dr. Efiom; it is important that the candidates have access to the content and are updated with that information.
    - (3) AR having this committee's involvement could send a message to candidates that the board values the mission of the REDI committee.
    - (4) ES REDI involvement could help bring a focus to discussions and how equity lens could be used.
  - c) JH next question: What kind of precedence would this set if REDI was included?
    - (1) If the committee were to participate, it could open a door for REDI to be involved in similar future types of discussions.
    - (2) NS it could set precedence for senior staff needs to have REDI committee involvement, which is valuable and important to REDI and RPD.
    - (3) JH the Board oversees director, director oversees the rest of staff, so having REDI involvement could help with the mission trickle down.

**(4) MR joins at 7:01**
  - d) Next question: With an external group performing the search, if REDI were to be a part of the process, what would be realistic for this interview process ? How can we make sure that we are bridging with board members?
    - (1) NS REDI prepare a proposal for involvement for the September meeting with a clear request for REDI

involvement.

- (2) AR REDI needs to have a concrete structure, then have the board share whether or not the structure fits. Create a sustainable plan. Have a concrete reason why there's a need for the committee's involvement. Have a backup process. If REDI is not allowed to participate, ask the board to have the ability to influence on questions asked to applicants.
- (3) MR the board looks to the REDI committee for involvement and direction. Once the board determines who is going to be interviewed, REDI is a stakeholder and will likely be a part of determining fit for the next director. RPD board will likely create a list of candidates and REDI will help determine people that will have a voice in the process.
- (4) JH wants to be sure that REDI has a deeper view on diversity and inclusion. It is important that to find someone who has those values.
- (5) MR REDI will be part of a RPD profile that will be shared with candidates.
- (6) AR having a REDI member participate in the process is helpful because they will be coming with a knowledge base, which will be helpful for interviewees to see it and to interviewers to have an understanding of RPD's values. If not, have very specific questions asked on how they are thinking about REDI work. Have someone present to speak to the work of this committee for the candidate to have a full grasp of what REDI does.
- (7) JH to ES is my employment at RPD or my friendship to NS a conflict of interest if she pursues the director position?
- (8) ES not a conflict of interest at surface level. A program with involvement of both is a potential as this is a community program.
- (9) MR since you're not a final decision maker, it likely will not pose an issue.
- (10) JH if at any point anyone feels that there is a conflict, please bring forward.

#### D. Block Party (Natalie)

1. Block party is planned for Saturday. It is a culmination of many people and organization's work. Potential weather may cause issues and possible rescheduling. REDI will participate at a Friendship Rock Painting station and will have an equity reading every hour. It is currently planned for Saturday 11-3pm.
2. ES moves that it not rain on Saturday.

#### V. Call of the Committee

- A. NS REDI was invited to a Resource Fair on October 15.
- B. JH has been reading Jason Reynolds' books, which take place in black neighborhoods. They provide an interesting perspective into growing up in a black community and is a perspective JH values. Feels like it should be mandatory reads for junior high and high school. It is a good perspective for me

as someone who did not grow up in a predominantly black community.

C. JH thanks to AR for getting questions for the board proposal.

D. JH September 15 is the next meeting and the September 1 meeting is canceled.

VI. Adjournment

A. Meeting is adjourned at 7:34 pm.