

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 April 7, 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 - 6:30pm
 - A. Meeting is called to order at 6:37
 - B. Present: Jacy Herman (JH), Natalie Sallee (NS), Martha Gaines (MG),
 - C. Elaine Siegel (ES) joined 6:41 PM
 - D. Joined by: Julie Lewis (Notes), Matt Rogers, Andrew Wymer (AW), Kemone Hendricks (KH)
- II. Citizen Comments
 - A. None
- III. Approval of Minutes
 - A. NS motions to approve minutes from March 17, 2022; MG recommends abstaining as minutes were not distributed prior to meeting.
 - B. Motion tabled; JH and JL will send minutes out and provide access on Google Drive folder
- IV. Old Business
 - A. For Action: Vote on adoption of Juneteenth and Equity Training**
 - B. Vote on updated recommendation of the adoption of Juneteenth**
 1. JH Kemone Hendricks of Evanston Present and Future joined us for our discussion on the title of the June Nineteenth holiday and will discuss history and recommendations for implementation of Juneteenth
 - a) KH Last year Joe Biden signed Juneteenth as a legal holiday, which is highly notable because many people have downplayed the importance of the holiday. Juneteenth becoming a legal holiday is a form of reparation, acknowledgement, and respect. KH advocates for Juneteenth to be recognized at same holiday level as Fourth of July. The parade will be on Saturday June 18.

- b) NS state of Illinois observes the holiday, but only has paid holiday if it falls on a weekday. To KH, what are your recommendations for our proposal to the board regarding paid day off? Additionally, National Freedom Day is the state title of this holiday. Do you have advice or suggestions on how we recognize this holiday?
- c) KH recommends to give employees a paid day off no matter where the holiday falls for weekend workers. Making the holiday stand out empowers and honors Black employees. Recommendation is to make it a paid day off. Regarding the title of the holiday: Historically, people have referred to this holiday with many different titles; all are a recognition of the history of the day. KH recommends using Juneteenth because using National Freedom Day might lead to confusion with Independence Day. Name Juneteenth has a togetherness that ties date with holiday. Using Juneteenth will help cement its recognition and importance as a day of historical importance and a unique holiday.
- d) JH requests parade information and day's events
- e) KH 6/18. Staging will begin in Robert Crowne lot and will go down Dodge. Jesse White Tumblers will be present and that is all that can be shared at this moment. Interested in getting REDI committee onboard to spread news and promote this event.
- f) NS will be in touch to see how Ridgeville can support KH and the celebration of Juneteenth.
- g) NS researched Chicago, Evanston, and Skokie's park districts' information on Juneteenth, they all refer to holiday with the word Juneteenth (Skokie having an extended title: Juneteenth National Freedom Day)
- h) MG researched news articles to see if there was anything pointing using different names. Found zero reasons to not call it Juneteenth. Supports having extended title to aid those who may not know about holiday; however, Juneteenth is a good fit for Ridgeville. Has several links to share with committee and will send to JL.
- i) ES Juneteenth is a wonderful name full of excitement and joy. Recommends staying with the original name because it captures the thrill of the holiday's importance.
- j) JH has hard time calling it Freedom Day as it is not inclusive.

- k) NS we need to discuss recommendation to board as a paid holiday
 - l) JH the stance we have with Ridgeville camp can be a conduit of showing the importance of the holiday. We should recommend to the board that Juneteenth should be a paid holiday.
 - m) MG struggles with paid holidays because people could spend the day not celebrating holiday. Agrees with the idea that recognizing Juneteenth as a paid holiday enforces and legitimizes the day. There are more reasons to do so than not; recommends paid holiday.
 - n) ES it is a paid federal holiday, which means taking a weekday to recognize it. We should treat it same as the Fourth of July.
 - o) NS makes a motion that REDI Committee recommends that Ridgeville recognizes Juneteenth as a paid holiday effective immediately. ES seconds; all approve.
2. JH big thanks to KH for aiding in our informed decision.

C. FOR ACTION: Vote on recommendation for equity training for incoming Board members, Committee members, and staff (Natalie)

- 1. NS researched DEI training and found lots of online options and not many local options. Talked to Brian and confirmed that we have budget for equity work to cover training costs. Received full support in moving forward.
- 2. JH will share links with the information post meeting. We need equity training for specific positions, not general equity training. Nothing looks as good as the YW training. Skokie has a page on equity initiatives on their website.
- 3. ES agrees that YW is our best option.
- 4. MG is thankful that YWCA Equity Institute exists and supports their work. Feels passionate that Ridgeville has a plethora of reasons to support and work with YW and that it is a good fit at this time. Lower cost and free options are great, but people who devote their time to these initiatives deserve money to promote and further equity work.
- 5. JH nonprofit learning lab, a national website, could be a future option. YW knows our community and, at this moment, we should utilize its resources.

6. NS we should have consistency in our protocols and training. Supports working with YW as short term solution.
7. NS motions to recommend to the board that existing or incoming board, staff, and committee members, who have not received equity training, go through a workshop with YW as soon as possible.
8. Discussion: MG should we have a consistent training? It would be ideal to consolidate the content from all of the workshops. Potentially have equity training in future that could occur in any timeline. Perhaps host an event with YW.
9. NS Ridgeville's goal for future consultant is to create training for board, staff, committee members. Interim recommendation is for members needing training to go to YW for a workshop.
10. NS motions to recommend to the board that existing or incoming commissioners, staff, and committee members who have not yet received an equity training go through a workshop with YW equity training within the next 6 months. MG seconds; all approve.

V. New Business

- A. JH introduced Andrew Wymer, potential committee member, to the committee
 1. AW has been a community member for many years. Heard about this committee from NAACP Civic Engagement Committee from Willy Shaw and is looking forward to potential connections.
 2. NS has great concerts coming this summer
 3. MG order of operations question, potential members visit board, take a week to decide, and commit. Is this a year-long commitment? Time commitments might prevent some people from joining.
 4. JH we are looking for members who are interested in long term commitment to create meaningful work
 5. ES would be delighted if AW would join the committee
- B. YWCA Equity Institute Stand Against Racism
 1. NS previously discussed potentially making a REDI video; however, it appears to be more difficult and likely needs to be individually recorded. Happening in April.

VI. Call of the Committee

- A. MG date for YWCA Equity Institute Stand Against Racism is April 28 10:30-11am.
- B. Additionally, MG would like to continue being a committee member who is outside of the community boundary. Especially if there is not a person filling the seat. Being on the committee would be better than having a vacant seat.

VII. Adjournment

A. 8:02 pm