

APPROVED

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 May 19, 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

1. Call Meeting to Order
 - a. Meeting is called to order at 6:35pm
 - b. Present: Jacy Herman (JH), Natalie Sallee (NS), Elaine Siegel (ES), Andrew Wymer (AW)
 - c. Not present: Matt Rogers
 - d. Vacant position: Martha Gaines
 - e. Joined by: Julie Lewis (Notes)
2. Update
 - a. JH we are tabling the conversation with Aisha Robinson until the June 2 meeting. We need to add an executive session for our internal discussion.
 - i. NS we will come out of executive session to make the vote publicly.
 - ii. ES what we discuss in our executive session is allowed to be deliberative and does not always need to be brought to the board.
3. Citizen Comments
 - a. None.
4. Approval of Minutes
 - a. ES will send corrections that can be made after minutes are approved.
 - b. AW—will abstain from March and April
 - c. NS motions to accept minutes from March 17, 2022 and April 7, 2022; ES seconds. AW abstains, remaining members approve.
 - d. AW motions to accept minutes from May 5, 2022; NS seconds. All approved.
5. Old Business
 - a. Interview Process: questions from Natalie
 - i. NS It's important to understand an applicant's experience and exposure with Ridgeville. This will inform us on how to introduce ourselves and the mission of our park district. Our mission and guidelines are to be an equitable park district. We have a different purpose than the city of Evanston, which is important for an applicant to know.
 - ii. JH a question we should ask is 'Are you familiar with the history of Evanston specifically how it relates to race?' This sounds odd, thoughts?

- iii. AW we could reword it to reflect our interest in applicant's exposure as a quantifying question. For example 'What's your awareness of the history of racialization in Evanston and the impacts it has had on the community?'
 - iv. JH, lets wordsmith questions and send in an email. Other questions?
 - v. AW has list of questions directly for applicants
 - vi. JH will do general questions and the rest of the committee can ask specific questions.
 - vii. AW Aisha has a chapter release, which could give us some insight into her work. Book title is in her CV, it is an academic print.
- b. Update on equity consultant (Natalie)
- i. NS The Board asked us to move forward with interviewing Aisha—interview postponed to June 2, at 6:30 pm. Additionally, the board asked to extend the deadline for candidates to submit proposals to May 27. Applicants have been informed of extension. Online RFP is updated and PDF is prepared to share.
 - ii. AW would like to avoid the sentiment of pitting people against one another in this process.
 - iii. NS the board does a pre-approval to tell us who to interview. We are very transparent about the interviewing process and will inform candidates of any changes or updates.
- c. Discussion of equity advocate support (Jacy)
- i. JH had a thought about love languages. Initially this idea consisted of a group of people that would come together in a confidential conversation designed for growth and reflections on equity work. Sitting and talking is not everyone's selfcare 'love language'. We could create a suite of selfcare opportunities (equity walking club, equity art, etc.) designed to be a meaningful space for people to meet.
 - ii. NS loves this idea and wants something to happen in person. It makes things more personal and offers more levels of support than zoom does. Perhaps an outside event would be appropriate due to indoor restrictions.
 - iii. JH we could make it family friendly. Have equity readings, etc.
 - iv. AW is on several committees and sees a connection to the conversation from Dr. Logan's building relationships ideology. Connecting people personally and structurally joins groups and communities in Evanston. This type of space will benefit many groups' visibility in the community.
 - v. NS perhaps start with a one off type meeting to start this conversation, gauge interest, and join forces. This will help all groups navigate situations that are intricate and busy. We could possibly have an event to gather groups and ideas surrounding this topic.
 - vi. JH there is an organization in Evanston that works with groups working in equity. I will look into finding this group's information. Is this something we could do this summer?

- vii. NS August is a possibility. A weekend in June or July is also possible.
 - viii. JH we should align with school calendars so that we are not creating conflict of interests. Now is the time to talk with people to get this on their radar and calendars.
 - ix. NS will look at the calendar and create some viable dates to share with the committee.
 - x. AW suspects August will be the most viable option with people already committed to summer activities.
 - xi. NS wants a meeting of organizations and institutions. An informal meet-and-greet could happen in August, but a festival or fair would be more realistic for september.
 - xii. JH the equity consultant approval could also affect how we move forward with this type of activity.
- d. Update regarding open committee seat
- i. NS also checked the REDI charter regarding if Martha Gaines is able to continue on board. Charter concretely states that members must be Ridgeville members to participate. Hoping to connect her to other similar groups as she is a valuable community member.
6. V. New Business
- a. A. Discuss Dr. Logan's comments at the May board meeting (Jacy)
 - i. JH Dr. Logan had concerning comments at the May board meeting regarding issues that we need to address.
 - ii. ES we need to take a serious look at the facts so that we can have a meaningful and informed response.
 - iii. NS part of the REDI Committee's purpose is to address concerns with race and equity. This committee was created a few years ago, along with it, a search for an equity consultant. The committee is designed to take the issues and use the equity lens to determine how Ridgeville should address concerns. Do we try to tackle some of these concerns and use the lens prior to the hiring of a consultant?
 - iv. AW knows that Dr. Logan is an esteemed colleague who has done meaningful good work and is an important figure in Evanston.
 - 1. REDI's job is to address concerns such as these, but the committee should be functioning and reviewing this situation with an outside consultant for perspective and to avoid conflicts of interest.
 - v. NS agrees that an outside consultant would be a very smart decision
 - vi. JH does not feel comfortable handling this situation before we have our consultant hired. Also she does not feel confident about our options without that type of support. Addition of the conflict of interest is incredibly important.
 - vii. ES we can and should be involved with finding and scrutinizing what occurred with what facts arise. Perhaps limit our involvement at the

- moment so that there can be a collection of information regarding the participation of the process.
- viii. NS some comments that he made are his experience, which are valid and real. There are other fact driven comments that can be referred to with an objective view. A consultant would help us understand perspectives better and make suggestions to move forward. NS looks forward to reviewing the situation.
 - ix. JH feels confident with us moving forward. Feels like we are functioning better. I genuinely feel terrible about what happened up to this point. This situation had to happen for us to get here. We are all adamant that this does not happen again. It was not right, but it is taking time away from doing meaningful equity work, which is the purpose of this meeting. Hoping that the road forward is more solid .
 - x. ES suggests that we suspend conversation to look at facts so that we limit what we are saying before we are fully informed. Also recommends suspending judgment prior to forming opinions.
 - xi. AW clearly this is a personnel issue, and broader issues of justice. This is equity work. Equity work is dealing with the past and this is the purpose of this committee. Moving forward with a consultant will aid with navigating the past.
- b. B. For Action: Juneteenth monetary support for parade (Natalie)
- i. NS we talked with Kemone Hendricks about being involved in the Juneteenth celebration. I noticed on the website that there are varying levels of sponsorship and we have funds to potentially donate. We should take this to the board to discuss how we could additionally have a physical presence. Any level of sponsorship allows us to be in the parade. Campers are invited to march in the parade and there will be Ridgeville advertisements on t-shirts with the additional presence in the parade.
 - ii. NS Question: what monetary level would we like to suggest to bring to board? Levels start at \$250.
 - iii. AW is enthusiastic about this option. Also is impressed and grateful with how generous Kemone was with her time with the REDI committee.
 - iv. NS June 30 is the end of this fiscal year. Cook county is late in delivering our tax levee and we have been asked to be conservative. We should ideally not recommend more than \$1,000.
 - v. JH We should recommend the full \$1,000 because this is an important event and we should show our full support.
 - vi. NS makes a motion that REDI recommends to the Board of Commissioners that we sponsor Juneteenth in the amount of \$1,000. ES seconds; all approve.
 - vii. NS we could donate perks to a black owned business. Having campers walk in the parade is a great opportunity, but we could also give the space to a black owned business?

- viii. AW that is a lovely idea, but will the board balk at the idea?
- ix. NS will confirm with Kamone on if its an either or, or if giving the perks would prevent campers from being in parade.

VI. Call of the Committee

1. AW did a deep dive of all the documents and had a few questions that emerged. Where is the best place to have this conversation?
 - a. ES recommends differing discussions regarding history and to include it in one of the REDI meetings as this is an open based group. We should be cautious about these types of situations so that we are complying with the law.
 - b. AW these questions are more an orientation of this group and its history. One pressing question: why do we still have the equity survey up?
 - c. NS I took it down and will put it on the Equity Page. This survey is something Dr. Efiom provided for us. Every so often, people use this tool and share their responses, which shows it is still having an impact.
2. JH wants to thank everyone here for being willing to put their time into this cause and looks forward to moving forward and seeing what we can do.

VII. Adjournment

1. AW makes a motion to adjourn the meeting
2. Meeting adjourned at 7:42 pm.