



VILLAGE OF RIVER FOREST COMMITTEE OF THE WHOLE MEETING

Monday, September 21, 2020 – 7:00 PM
Village Hall – Community Room, 400 Park Ave., River Forest, IL

AGENDA

Physical attendance at this public meeting is limited to 20 individuals, with Village Board officials, staff and consultants having priority over members of the public. Public comments will be shared with the Village President and Board of Trustees. You may submit written your public comments via email in advance of the meeting to: vbot@vrf.us. You may listen to the meeting by participating in a Zoom conference call as follows: dial-in number: 312-626-6799 with meeting ID: 841 5111 1008 or by clicking here: <https://us02web.zoom.us/j/84151111008>. If you would like to speak during public comment, please email sphyfer@vrf.us by 4:00 PM on Monday, September 21, 2020. If you would like to watch the livestream, please go to the Village website: <https://www.vrf.us/events/event/1660>.

1. Call to Order/Roll Call
2. Public Comment
3. Discussion: Culture of Equity and Inclusion
4. Discussion: Follow-Up on Police Forums
5. Adjournment



Village of River Forest
Village Administrator's Office
400 Park Avenue
River Forest, IL 60305
Tel: 708-366-8500

MEMORANDUM

Date: September 18, 2020

To: Catherine Adduci, Village President
Village Board of Trustees

From: Eric J. Palm, Village Administrator

Subj: COW Meeting

As you know, on Monday, September 21, 2020, there will be a Committee of the Whole Meeting to discuss our culture of equity and inclusion. Attached please find the slides that were introduced this past Monday night.

Please note that the in-depth discussion on the Dominican partnership will take place at our meeting on Tuesday, September 29, 2020. Sheila Radford-Hill from Dominican who is leading the "Truth, Racial Healing and Transformation" is unable to attend the meeting on September 21, 2020.

Finally, also at the COW meeting, Police Chief Jim O'Shea and Commander Jim Greenwood will provide a summary of some of the topics covered at this summer's police forums. These topics have been added into the slide deck.

Thank you.

Attachment
Introduction Memo & Power-point presentation



Village of River Forest
Village Administrator's Office
400 Park Avenue
River Forest, IL 60305
Tel: 708-366-8500

MEMORANDUM

Date: September 10, 2020

To: Village Board of Trustees

From: Catherine Adduci, Village President
Eric J. Palm, Village Administrator

Subj: Introduction – Culture of Equity & Inclusion

The recent and tragic events this year have led to many conversations, dialogue and discussions centered around inclusion and equity – across our country and here in River Forest. In the last several months, we have had several profound discussions regarding antiracism, racial equality, and inclusion of all in our government and in our community. We have met with many residents, other government entities and community partners including Dominican University that helped shape our thinking around this critical and needed dialogue. We need to do more listening and have more discussions, but in the end we must change our systems to address the inequities that exist.

We want to ensure that we are a community where there is a commitment to a culture of equity and inclusion. The Village's adoption of the welcoming resolution reflects that commitment. The passage of the Twin Village Covenant with Maywood was a significant movement forward. But we need to build upon on that. There is a call to action – to do more.

So where do we start?

We start by engaging our community to answer that call to action. A larger community conversation and dialogue will center around a partnership with Dominican University using their framework in “Truth, Racial Healing & Transformation” (TRHT) which will incorporate the working group focused on the Twin Village Covenant. There will also be an internal focus on our Village Government organization including but not limited to policies and practices. Attached you will find several slides that outlines the framework for some of this work.

At the September 14, 2020 meeting, the attached information will be presented to you. On September 21, 2020, after you have time to digest and reflect, we will discuss this again at our COW meeting to get your feedback and input. Also, at the COW meeting, Sheila Radford-Hill and Sr. Peggy Ryan, both from Dominican University, will attend our meeting and discuss the TRHT and Village partnership with Dominican. The COW meeting will be our working discussion and at our September 28 Village Board Meeting we would adopt a resolution committing to a call to action

to address a culture of equity and inclusion (the presentation) along with memorializing a partnership with Dominican University that will bring together Maywood and River Forest and our Twin Village Covenant.

The discussion & action on equity and inclusion is not like a typical village project with a start date, end date and a deliverable at the end. This is an ongoing commitment that will lead to some uncomfortable conversations and disruptions in how we think and act – but lead us to being a stronger community and organization. Thank you.


Village of River Forest

A commitment to a culture of equity
and inclusion


SEPTEMBER 2020



Discussion: Equity and Inclusion

- ❖ The Village of River Forest is committed to providing an equitable and inclusionary environment for its employees as well as for the members of the local and greater community.
 - ❖ The foundation of these values are affirmed in the Village's Welcoming Resolution (#17-15)
 - ❖ While the genesis of the Resolution was focused on immigration, it set an expectation on how as an organization we treat people and ensure these principles are a culture in our organization.
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Welcoming Resolution

- ❖ The Village has long welcomed and embraced individuals and families of diverse racial, ethnic, religious and national backgrounds, recognizing that these individuals are valued members of our community and a source of strength and security of our nation.
 - ❖ The Corporate Authorities recognize and praise the efforts of the Village Police Department to build relationships of trust and respect between the Department and the community...
 - ❖ In acknowledging and reaffirming our commitment to the rights of all individuals, regardless of immigration status, it is important to reassure Village residents and all visitors that the Village...presently conducts itself according to the principles of equal, respectful and dignified treatment for all individuals...
 - ❖ As a matter of policy, the Village affirms that it promotes policies and programs to foster inclusion for all...
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Equity and Inclusion

- ❖ The Welcoming Resolution sets a strong foundation for equity and inclusion in the organization, and allows for the continual improvement and development around those values.
- ❖ Further, Staff is recommending that the Welcoming Resolution be affirmed and updated to reflect the recent contemporary issues.
- ❖ Even with a strong foundation – how do we continue to improve? Where do we focus our efforts and attention?
- ❖ The discussion will focus in two areas:
 - ❖ Internal – areas of focus and development inside the Village of River Forest Governmental Organization.
 - ❖ External – areas of focus with the community and our neighbors.

Internal: Equity and Inclusion


❖ Goal

- ❖ Build upon the positive culture of our community by continuing our commitment to inclusion and equitable treatment in all aspects of civic life.

❖ Who will lead this effort?

- ❖ Create advisory group of 10-12 community & staff members to provide guidance, feedback, and advise the Village Board & Village Administrator to equity and inclusion.

❖ What will this group do?

- ❖ The advisory group will work with Staff to create an action plan that focuses efforts on all Village operating departments.
 - ❖ Develop proper data points to measure equity and inclusion.
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External: Equity and Inclusion

❖ Goal


- ❖ Begin a larger community conversation & interaction centered on equity & inclusion.

❖ Who will lead this effort?

- ❖ Create a community advisory group to liaison and engage with Dominican University and the Village of Maywood (Twin Villages)

❖ What will this group do?

- ❖ Partnership with Dominican University Using their framework: Truth, Racial Healing & Transformation (TRHT).

- ❖ Vision: The Dominican University community will resist white supremacy and its influence over policies and practices without rancor or recrimination. In dynamic and ongoing partnerships with the communities we serve, Dominican will empower our community to eliminate racial and ethnic bias and to heal from its harmful and long-lasting effects.
 - ❖ Mission: The Dominican TRHT Campus Center is a hub for innovative programs, effective coalitions, and new initiatives that empower students, staff, and faculty to eliminate racial inequities on our campus. In partnership with the communities we serve, TRHT will promote a greater understanding of the global history of racial oppression, take action to eliminate its contemporary effects, and strive to transform the world.
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Governance

The two advisory groups will report back to the Village Board for updates, feedback and recommendations for changes to policies, ordinances, etc.

Follow-Up from Police Department Forums



Department Policies

The Department and personnel operate under policies, referred to as General Orders.

- ❖ The General Orders are reviewed regularly and updated as needed.
- ❖ The Village has requested the resources of a consultant to assist with update and review of existing General Orders.
- ❖ The Department has long-standing orders regarding:
 - ❖ Mission and Values
 - ❖ Honor Code
 - ❖ Use of Force and Force Review
 - ❖ Standards of Conduct
 - ❖ Harassment
 - ❖ Victim-Witness Assistance
 - ❖ Impartial Policing

Training

The Department has a robust training program including:

- ❖ Crisis Intervention Team
 - ❖ Elderly Service Officer
 - ❖ Child Passenger Safety Technician
 - ❖ Evidence Technician
 - ❖ Lead Homicide Investigator
 - ❖ School Resource Officer
 - ❖ Rescue Task Force Instructor
 - ❖ CPR Instructor
 - ❖ Rapid Deployment Instructor
 - ❖ Less-Lethal Instructor
 - ❖ RAD (Rape Defense) Instructor
 - ❖ MACTAC Instructor
 - ❖ NARCAN Instructor
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Training

Annual Training

- ❖ Procedural Justice
- ❖ Crisis Intervention
- ❖ Implicit Bias & Cultural Competency
- ❖ Civil Rights
- ❖ Constitutional Proper Use of Law Enforcement Authority
- ❖ Hate Crimes
- ❖ Racial Profiling
- ❖ Sexual Assault/Trauma Informed Response
- ❖ Use of Force Training
- ❖ De-escalation/scenario based training
- ❖ Human Rights

Staffing & Recruiting

The Board of Fire and Police Commissioners are responsible for:

- ❖ Testing and Screening of Entry-Level Police Officer Applicants.
 - ❖ Appointment of new personnel to the Police and Fire Departments.
 - ❖ Conducting competitive testing for promotional exams for positions of Sergeant with the Police Department and Lieutenant for the Fire Department.
 - ❖ Conducting entrance and promotional exams – in conformity with the IL Compiled Statutes.
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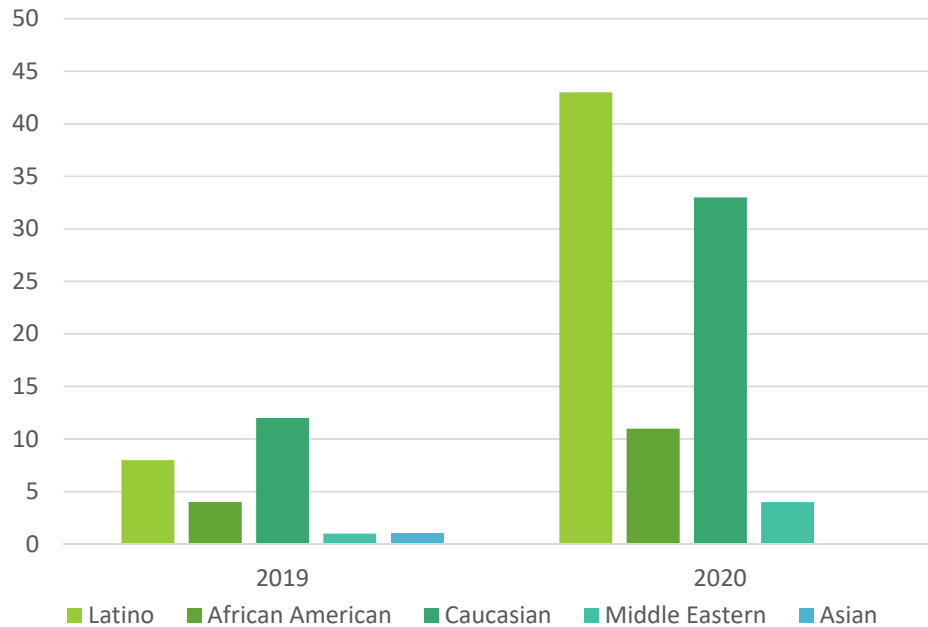
Staffing & Recruiting

Outreach efforts have been made and enhanced in recent years by the Board of Fire and Police Commissioners to increase recruitment in under represented groups.

- ❖ Job Boards
 - ❖ Facebook (new this year)
 - ❖ Instagram (new this year)
 - ❖ theblueline.com
 - ❖ Policeone
 - ❖ National Testing Network
 - ❖ National Minority Update
- ❖ Establishment of partnerships with college career service directors

Career Recruiting

BOFPC Police Applicants-2019 & 2020

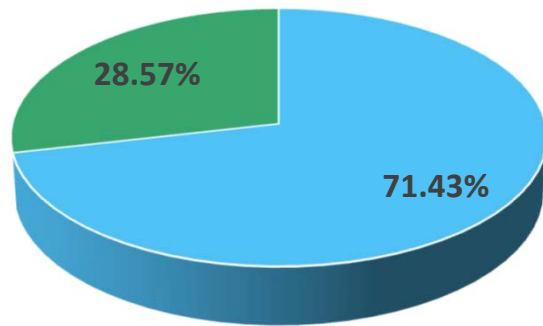


Enhanced outreach netted positive results with increases:

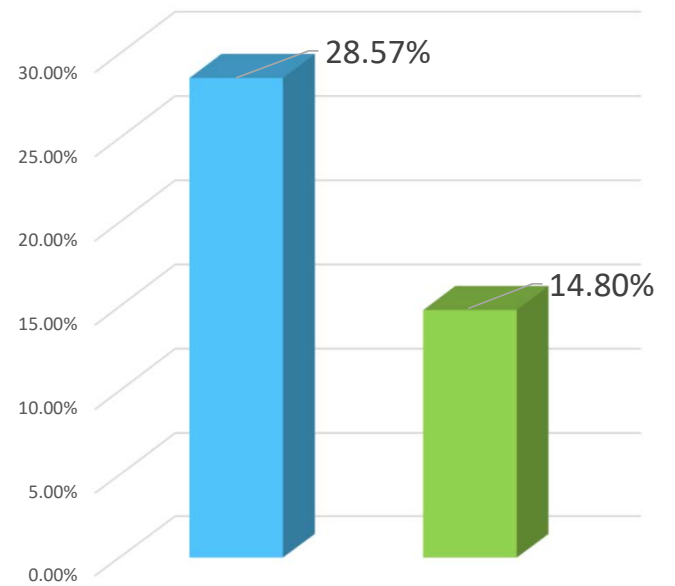
- Total- from 26 to 91 applicants
- Latino- from 8 to 43 applicants
- African American- from 4 to 11 applicants
- Middle Eastern- from 1 to 4 applicants

Department Demographic

Sworn-Minority/Caucasian

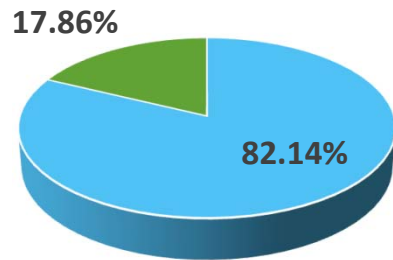


RFPD compared to Nationwide-Minority Sworn



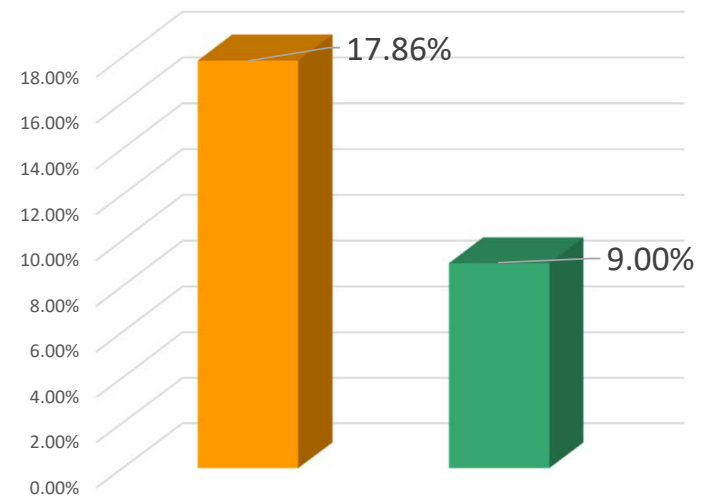
Department Demographic

Sworn-Female/Male



- Twenty-Eight (28) Sworn Officers
- Twenty-Three (23) Male
- Five (5) Female


RFPD compared to Nationwide-Female Sworn



Technology

The River Forest Police Department, with the support of the Village Board of Trustees, has always implemented technology as an important public safety resource.

- ❖ Vehicle Mounted Mobile Video and Recording Systems
 - ❖ Department implemented original system in 2000
 - ❖ Current system provides HD Quality Video, automatic upload and digital storage, and livestreaming capabilities
 - ❖ Examples

 - ❖ River Forest Street Camera Program
 - ❖ Camera system strategically deployed throughout the Village
 - ❖ System is scalable and sustainable through strategic planning
 - ❖ Examples
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Technology

The Department has conducted research on Body Camera systems in the interest of continuing the development of technology systems.

- ❖ Body Cameras are a resource that are becoming a standard tool for law enforcement
 - ❖ Systems allow for increased public and police accountability, as well as transparency.
 - ❖ Considerations
 - ❖ Budgeting for equipment, installation, storage, maintenance, and staff resources
 - ❖ Functionality with existing systems
 - ❖ Policy development and implementation
 - ❖ Examples of some available systems
 - ❖ Look to budget in FY2021-2022 depending on resource availability