

**DIVERSITY, EQUITY, AND INCLUSION ADVISORY GROUP MEETING MINUTES
FEBRUARY 7, 2022**

The River Forest Diversity, Equity, and Inclusion Advisory Group (DEIAG) meeting was held on Tuesday, February 7, 2022, from 7:00–9:00 PM in Room 107 in Parmer Hall at Dominican University, 7900 W. Division Street, River Forest, Illinois.

I. CALL TO ORDER

The meeting was called to order at 7:06 PM. Upon roll call, the following persons were:

Present: Austin, Bachner, Baird, Bonner, Brandhorst, Credi, DeSorbo-Quinn, Duba-Clancy, Foster, Grant, Humbert (arrived 7:27 PM), Johnson, Johnson, Keskitalo, Khaledan, McAdams, Murphy, (Navarro arrived 7:13 PM), Nicholas, Oates, Petrov, Rogers (arrived 7:10 PM), Shea, Simon, Szerszenowicz-Olweny, Weissenberger

Absent: Addy, Arauz, Burkett, Economos, Graham, Hartshorn, Herrman, Iverson, Johnston, Kang, Kirk, Kreisman, Macaulay, Oliver, Papirnik, Peavy, Riley, Schumacher, Yoon

Also Present: Lisa Scheiner, Assistant Village Administrator, Elijah Bebora, Management Analyst/Deputy Village Clerk

II. PUBLIC COMMENT

Chairperson Bachner read a land acknowledgment statement and congratulated the Advisory Group on its Villager of the Year award.

Members Credi and Foster stated the Pledge of Allegiance.

III. JANUARY 18, 2022 MEETING MINUTES

A MOTION was made by Credi and SECONDED by Simon to approve the January 18, 2022 minutes of the DEI Advisory Group. On voice vote, motion passed.

IV. UNFINISHED BUSINESS

DEI Education: Allison Matson, Village Administrator for the Village of Wauconda and former Assistant Village Manager for the Village of Flossmoor, presented information to the DEI Advisory Group regarding Flossmoor’s DEI initiative, followed by a brief question and answer period.

Continued Discussion and Direction Regarding Execution of DEI Goals and Responsibilities: Chairperson Murphy asked the DEI Advisory Group to review the matrix prepared that attempted to summarize the discussions regarding subcommittee work. He asked the group to identify whether the matrix captured all salient discussion points and whether the matrix missed any material details.

There were no material changes to Intergovernmental Relationships, Purchasing/Suppliers, and Employment/HR.

Community Outreach: Credi said she emailed the Chairs about red light cameras and police stops and asked that they be added. She also asked that more information be provided about these two items. In response to a member from Foster outreach to Oak Park, it is listed under intergovernmental relations.

Housing: Credi said that this is the only category that doesn’t have a definition and suggested one be created. She pointed out one item that seemed to be incomplete on the matrix, and it was corrected. She asked that a deep dive be done not only on housing stock but also on housing occupancy.

Scheiner said there was no definition on the matrix because the Advisory Group had not defined it and asked for direction. Chairperson Murphy suggested they come back to that item.

Governance/DEI Review Framework: Credi suggested that under the Governance/DEI Review Framework item, the Advisory Group should be a conduit rather than a decision-maker, similar to Flossmoor. She noted that this is similar to Flossmoor's approach. Chairperson Johnson suggested that the subcommittee take up that issue.

Chairperson Murphy said that Staff would send out a survey to Advisory Group members by the end of the week, asking them to identify their first, second, and third subcommittee choices. In response to a request from Credi, Chairperson Murphy said they would share the raw data with the Advisory Group before the selections are made.

The group returned to the definition of Housing. The discussion identified the following points:

- Explore all housing options and alternatives
- Barriers to entry
- Ensuring that there's representation across all subgroups
- Housing prices and the cost of living in River Forest (e.g., cost of services)
- Taxes
- Zoning
Permits
- Housing for people with disabilities and across all marginalized communities
- Renters, owners, residents living in a dorm
- Path to ownership and options other than ownership
- Cost for services
- Perceptions of how geographic location in the community determines how you're treated and represented.
- Potentially dividing this into two categories: zoning and occupancy

Khaledan said that the scope of the housing issue is large and asked whether it should be narrowed. Chairperson Bachner suggested that the group can prioritize what they want to work on and go from there.

Petrov suggested that outreach to new residents should be added to housing. There was a brief discussion and suggestion to include it in Community Outreach.

RFP/Consultant: Credi said the RFP should include survey experience as a qualification for the consultant since Survey Monkey is biased. Chairperson Murphy said that the questions might be biased, but the tool is not. Keskitalo offered to assist with the survey as that is her profession. It was suggested that the survey work could fall under Community Outreach.

V. NEW BUSINESS

Credi asked where the amended minutes would be published. Scheiner stated that the Village posts approved minutes on the Village's website. Credi asked that the approved minutes be sent to her and that she be given a clear answer regarding where they will be posted. Chair Murphy said he'd get an email out tomorrow.

Chair Bachner thanked the staff members for their efforts on behalf of the DEI Advisory Group.

VI. CONFIRMATION OF MEETING DATES

Chair Murphy announced that there would be no meeting on February 15, 2022. There was a brief review of the revised 2022 meeting schedule.

Foster made a motion to change the meeting schedule to the first Tuesday and second Monday of each month. Chair Murphy stated that the second Monday of the month coincides with Village Board Meetings. There was no second to the motion.

In response to a question from Member Credi, Chair Bachner said the Advisory Group meets twice a month because there is a lot of work ahead, but they will continue to refine the schedule. There was a brief discussion regarding the possible modification to the schedule that might include the large group meeting one night and subgroups meeting the other night.

Chair Bachner stated that in listening to the Flossmoor presentation, she noted that much of Flossmoor's work has already been completed in River Forest.

VII. ADJOURNMENT

A MOTION was made by Member Foster and SECONDED by Member Credi to adjourn the meeting at 8:37 PM. On voice vote, the motion passed.

Erika Bachner

Ken Johnson

Brian Murphy

March , 2022