

**DIVERSITY, EQUITY, AND INCLUSION ADVISORY GROUP MEETING MINUTES
APRIL 4, 2022**

The River Forest Diversity, Equity, and Inclusion Advisory Group (DEIAG) meeting was held on Monday, April 4, 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 7:10 PM. Upon roll call, the following persons were:

Present: Austin, Bachner, Baird, Brandhorst, Credi, DeSorbo-Quinn, Duba-Clancy, Grant, Johnson, Johnson, Johnston, Keskitalo, Khaledan, Kreisman, Navarro, Oates, Petrov, Rogers, Schumacher, Shea, Szerszenowicz-Olweny, Weissenberger.

Absent: Arauz, Bonner, Burkett, Foster, Economos, Graham, Hartshorn, Herrman, Humbert, Iverson, Kang, Kirk, Macaulay, McAdams, Murphy, Nicholas, Oliver, Papirnik, Peavy, Riley, Simon, Yoon.

Also Present: Elijah Bebor, Management Analyst/Deputy Village Clerk.

II. PUBLIC COMMENT

Member Credi stated the Pledge of Allegiance.

III. MARCH 22, 2022 MEETING MINUTES

A MOTION was made by Member Khaledan and SECONDED by Member Grant to approve the March 22, 2022 minutes of the DEI Advisory Group. On voice vote, motion passed.

Chairperson Bachner read a land acknowledgment statement.

V. UNFINISHED BUSINESS

A. DEI Education

i. Presentation: Reesheda Graham Washington and Dot Lambshead Roche

Reesheda Graham Washington, CEO of RGW Consulting and Dot Lambshead Roche of Race Conscious Dialogues spoke to the DEI Advisory Group. The speakers conducted a writing group exercise where the entire group was handed a note card and ask to write the positives of the groups DEI journey on one side of the notecard and the challenges of the DEI journey on the other side of the notecard. Ms. Washington stated that she will be facilitating a series of sessions that are meant to help the group achieve the mandate of the Advisory Group.

B. RFP Subcommittee Discussion and Feedback

The request for proposal/consultant Subcommittee asked the entire group which priorities and topics they would like to see in a request for proposal that will further it. The Subcommittee stated that they encourage other members to communicate their suggestions at the next meeting.

C. Subcommittee Updates

Employment/ Human Resources - The group stated that they reached a consensus to schedule a meeting with Assistant Village Administrator Lisa Scheiner to discuss the Village's hiring practices and policies so they can begin to gather data.

Purchasing/Suppliers - The group stated that they discussed the diversification of suppliers specifically women owned and minority owned businesses. There was discussion on how the Village can coordinate with the Village of Maywood in the diverse procurement process. The group stated that they would like to look at how other Villages have diversified their suppliers. The group agreed stated that they will schedule a meeting with Ms. Scheiner soon.

Housing - The group reported that they are establishing a focused scope and will use the Village comprehensive plan as a foundation. Chair Bachner encouraged the housing group to look into the Village affordable housing plan.

Community Outreach - The group discussed ways to inform the community on what the Diversity, Equity, and Inclusion Advisory Group is doing, its progress, and goals. The group stated that they have questions for their Liaison, Chair Ken Johnson and will arrange a meeting.

Intergovernmental Relationships - Stated they will update the group at the next meeting.

Governance/DEI Review Framework - The group stated that they had a discussion on what a model from the group could be going forward. They stated they hope to be in a position in the near future to bring discussion and engage the entire group with some of their ideas.

Request for Proposal/Consultant Subcommittee - The group discussed obtaining examples of request for proposals from different communities. There was a discussion on the benefits of a request of proposal versus a request for qualification, and their respective processes. The group discussed how to reach out to a diverse audience of respondents. There was discussion of what priorities should be included in the request for proposal. The group reached a consensus that the request for proposal should be targeted towards an assessment as outlined in the guiding document.

VI. NEW BUSINESS

None.

VII. CONFIRMATION OF MEETING DATES

The next meeting will take place on Tuesday, April 19, 2022.

VIII. ADJOURNMENT

A MOTION was made by Member Austin and SECONDED by Member Schumacher to adjourn the meeting at 8:51 PM. On voice vote, the motion passed.