

**DIVERSITY, EQUITY AND INCLUSION ADVISORY GROUP MEETING MINUTES
JUNE 22, 2021**

A meeting of the River Forest Diversity, Equity and Inclusion Advisory Group (DEIAG) was held on Tuesday, June 22, 2021 from 7:00-9:00 P.M. in the 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 7:00 p.m. Upon roll call, the following persons were:

Present: Members Austin, Brandhorst, Bonner, Burkett, Credi, DeSorbo-Quinn, Duba-Clancy, Economos, Garcia-Luce, Grant, Hartshorn, Herrman, Iverson, Kang, Keskitalo, McAdams, Navarro, Nicholas, Oates, Papirnik, Peavy, Riley, Rogers, Schumacher, Shea, Simon, Szerszenowicz-Olweny, and Chairpersons Bachner, Johnson, and Scheiner

Absent: Members Yoon, Weissenberger, Ricchetti, Norman, Macaulay, Lucci, Kreisman, Kirk, Khaledan, Johnson, Graham, Foster, Baird, Arauz, Addy

II. PUBLIC COMMENT

Chairperson Bachner read a land acknowledgement statement. There was no additional public comment.

III. JUNE 7, 2021 MINUTES

A MOTION was made by Navarro and SECONDED by Duba-Clancy to approve the June 7, 2021 minutes of the DEI Advisory Group. On voice vote, motion passed.

IV. SMALL GROUP DISCUSSION

The Advisory Group engaged in a small group discussion, led by Chairperson Bachner, regarding fitting in and belonging. Members discussed their response to the following questions in small groups:

- Does anyone have any emotional or visceral reaction when thinking of the difference between these two terms?
- Why do you think it is important to consider the differences between these two terms?
- Why do you think it is important to consider the difference between fitting in and belonging?
- What do fitting in and belonging have to do with social justice?

V. UNFINISHED BUSINESS

None.

VI. NEW BUSINESS

Parliamentary procedure overview

There was a brief review of materials provided to the DEI Advisory Group regarding parliamentary procedure.

Consideration and recommendation regarding the definitions of diversity, equity and inclusion.

Chairperson Scheiner stated that Advisory Group has been asked to define the terms “diversity, equity, and inclusion” and referenced proposed definitions that were included in the meeting packet.

A MOTION was made by Credi and SECONDED by Herrman to adopt the definitions of “diversity, equity, and inclusion.” Chairperson Bachner informed the Advisory Group that the proposed definitions were reviewed by the Chief Diversity Officer at Dominican University. The Chairpersons clarified that the additional terms were provided for reference, but only the terms “diversity, equity, and inclusion” would be voted on by the Advisory Group.

A discussion was had among the Advisory Group members regarding the proposed definitions. Members also discussed the definition of equity and whether it should be centered around opportunity, or impact and outcome, or fairness.

During the discussion, a straw poll was conducted regarding whether or not “diversity is a fact” and “inclusion is a choice” should be placed at the beginning of the sentence. The majority of members raised their hands.

Members discussed whether or not this might be subject to legal challenge and it was determined that the Village Attorney would be asked weigh in on the potential legal implications of these definitions.

Consensus had not been reached regarding the definitions of these terms. Members Credi, Rogers, Brandhorst, Schumacher, Peavy, and Hartshorn agreed to meet as a working group to discuss their suggestions and return to the DEI Advisory Group with possible revisions to the definitions. All members were invited to provide suggestions regarding the definitions via email to the chairperson(s).

Members Credi and Herrman amended their motion to table discussion regarding this matter to the next meeting of the DEI Advisory Group. On voice vote, motion passed.

Consideration of request to begin meetings with pledge of allegiance.

There was no discussion regarding this item. It will be placed on the next meeting agenda.

Presentation: Village of River Forest Overview

There was no discussion regarding this item. It will be placed on the next meeting agenda.

VII. CONSIDERATION OF MEETING SCHEDULE

The group reached consensus that meetings will be held on the 1st Monday and 3rd Tuesday of each month.

VIII. ADJOURNMENT

A MOTION was made and SECONDED to adjourn the meeting at 9:03 p.m. On voice vote, the motion passed.

Erika Bachner, Chairperson

Ken Johnson, Chairperson

Lisa Scheiner, Chairperson

August 2, 2021