

**CITY OF WARRENVILLE
INCLUSION, DIVERSITY, EQUITY, AND AWARENESS COMMISSION
REGULAR MEETING
Tuesday, December 21, 2021
7:00 pm via Electronic Means**

MINUTES

A. CALL TO ORDER

The meeting was called to order at 7:01 p.m. by Acting Chair Christina Avila. Acting Chair Avila proceeded to read a statement regarding state law and the Open Meetings Act and the mandates that would be followed for this electronic meeting.

B. ROLL CALL

PRESENT: Commissioners Amy Krischel, Mike Jarmus, Sara Phalen, Carrie Leonard, and Christina Avila

ALSO PRESENT: Staff Liaison Cristina White, Council Liaison Bill Weidner,

ABSENT: Chair Betsy Dudak, Commissioner Jimmi Rai, Ex-Officio members Limaris Pueyo (CUSD 200 Representative), Joe Levy (Warrenville Fire Protection District), and Diana Abraham (Warrenville Public Library District), and Guadalupe Esquivel (student representative)

C. CITIZENS' COMMENTS

None.

D. APPROVAL OF THE NOVEMBER 16, 2021 MINUTES

A motion was made by Commissioner Jarmus to approve the November 16, 2021 minutes. Motion was seconded by Commissioner Leonard and unanimously approved.

E. STAFF REPORT

None.

F. BUSINESS OF MEETING

1. COMMISSION TRAINING-INCLUSIVE ENVIRONMENT

Commissioner Leonard presented on inclusive environment and led a discussion on the importance of awareness, purpose, and curiosity in creating diversity and inclusion. The commissioners and attendees engaged in a Menti word cloud activity around community activities that bring the community together and barriers to these activities that exist for some.

2. REVIEW BOOK EXCERPT SUBMITTED BY COMMISSIONER AVILA

Commissioner Avila led a discussion surrounding white talk and color commentary from a section of the book on racial issues, Courageous Conversations about Race.

3. **CONSIDERATION OF FY 2023 COMMISSION WORK PLAN AS REVISED**

Staff Liaison White presented a new draft of the IDEC FY 2023 work plan for review, explaining the additions made to the plan since last month to add staff time and cost. A motion was made by Commissioner Leonard to approve the work plan as presented. The motion was seconded by Commissioner Phalen and unanimously approved.

4. **CONSIDERATION OF CALENDAR OF EVENTS FOR RECOGNITION**

January through March event details were presented and approved at the last City Council meeting. A short description acknowledging Martin Luther King, Jr. Day on January 17, will be included in the January newsletter, on the City Facebook page, and the City website. If additional information is available from the library or historical society, please send to Staff Liaison White to be included in these articles. Commissioners discussed where additional information needs to be gathered for the spreadsheet. Commissioners will get this information to Staff Liaison White for inclusion in the spreadsheet for group discussion at the next meeting for the second quarter holidays and events proposal to City Council.

5. **CONSIDERATION OF LIST OF COMMUNITY GROUPS**

Staff Liaison White shared that a few additional contacts have been gathered and information will be sent to Chair Dudak for addition to the document.

6. **DISCUSSION REGARDING COMMUNICATION STRATEGIES FOR PUBLIC OUTREACH**

Commissioners discussed the need to get out into the community rather than ask for community members to come to us. Ideas generated included: attending HOA meetings at City Hall to speak with attendees, gathering interest in a focus group after the IDEC survey is completed to gather more specific information, developing a plan on how to moderate and facilitate discussions with various groups.

Follow up: Commissioner Phalen to create a list of locations to reach out to the community regarding IDEC questions, Commissioner Phalen will bring information on the café model of gathering survey information. Staff Liaison White will bring the calendar of meetings for City Hall and contact information for HOA leaders to contact about an IDEC commissioner attending a future meeting.

7. **CONSIDERATION OF A SCRIPT TO DEAL WITH DIFFICULT CONVERSATIONS**

The commissioners discussed having time during a meeting to allow Commissioners Leonard and Avila to share their expertise in guiding everyone through some training and discussion on what to say and how to handle difficult conversations to occur in February or March.

8. **CONSIDERATION OF COMMISSION OBJECTIVES**

The commissioners reviewed the objectives as a monthly agenda item to stay on track and identify next steps

G. COMMISSIONER COMMENTS/REPORTS

Commissioners discussed taking down Park District tree decorations.

Staff Liaison White reminded commissioners that there will be two presenters at the January meeting, SCARCE and HOPE Fair Housing.

Commissioner Leonard asked the group if they would like to continue the trainings next month. She shared the next topic would be Implicit Bias.

Commissioners requested asking a representative of the Police department to attend a future meeting. Staff Liaison White suggested adding a discussion item to the January agenda to develop a list of topics the Commission would like to cover with the Police department staff.

H. ADJOURN

A motion was made by Commissioner Jarmus to adjourn the meeting. Seconded by Commissioner Leonard and passed unanimously. The meeting was adjourned at 8:36 p.m.

Respectfully submitted,

Commissioner Krischel