

**AGENDA  
THE CITY OF ST. CHARLES  
EQUITY & INCLUSION COMMISSION  
THURSDAY, DECEMBER 19, 5:00 PM  
2 EAST MAIN STREET  
DENS A&B, SECOND FLOOR**

**Phone conference dial-in 630-762-7087**

1. Call to Order
2. Roll Call
3. Approval of November 21 Equity & Inclusion Meeting Minutes
4. Subcommittee Reports
  - A. Culture and Religion
  - B. Disability
  - C. Identifying bias
  - D. Mental health
  - E. Immigrants
  - F. LGBTQIA+
5. Education Spotlight
6. Youth position/subcommittee member discussion
7. Bylaws discussion
8. New business/Concerns
9. Public comment
10. Adjourn

***COMMISSION PURPOSE – Make recommendations to the City Council that are in line with the Strategic Plan’s Guiding Principles; help the City foster an inclusive, welcoming community to all residents, businesses, employees, and visitors, regardless of age, gender, race, culture, sexual orientation, religion, or abilities; encourage engagement and active listening to achieve these objectives.***

***ADA Compliance***

Any individual with a disability requesting a reasonable accommodation in order to participate in a public meeting should contact the ADA Coordinator, Jennifer McMahon, at least 48 hours in advance of the scheduled meeting. The ADA Coordinator can be reached in person at 2 East Main Street, St. Charles, IL, via telephone at (630) 377 4446 or 800 526 0844 (TDD), or via e-mail at [jmcmahon@stcharlesil.gov](mailto:jmcmahon@stcharlesil.gov). Every effort will be made to allow for meeting participation. Notices of this meeting were posted consistent with the requirements of 5 ILCS 120/1 et seq. (Open Meetings Act).

**MINUTES**  
**THE CITY OF ST. CHARLES**  
**EQUITY & INCLUSION COMMISSION**  
**THURSDAY, NOVEMBER 21, 5:00 PM**  
**2 EAST MAIN STREET**  
**DENS A & B, SECOND FLOOR**

**1. Call to Order**

Chair Newman called the meeting order at 4:59 pm

**2. Roll Call**

Present: Susan Sanders, Cris Anderson, Michael Castro, Lisa Macione, Erica Johnson, Mary Kruse, Trudy Nichol. Absent: None

Others present: Lisa Stricker, Brianna Bacigalupo, Patrick O'Connor, Bob Gehm, Tara Strachan

**3. Approval of October 17 Equity & Inclusion Meeting Minutes**

Motion by Macione, second by Johnson to approve the October 17, 2024, Equity & Inclusion Meeting minutes.

**Voice vote:** Ayes: Sanders, Anderson, Castro, Macione, Johnson, Kruse, Nichol. Nays: none. Absent: None. Newman did not vote as Chair. **Motion Carried.**

**4. Subcommittee Reports**

Physical Disability:

Nichol informed the group that she will be scheduling a meeting with the director of Public Works.

Culture & Religion:

Johnson reported on a meeting she had with the library's Youth Services Coordinator regarding a cultural week in May.

The group discussed examining the city data to gain a better understanding of who lives in St. Charles. Stricker mentioned that St. Charles has data on race and ethnicity, but is not more inclusive than that. The group suggested conducting a city-wide Equity & Inclusion survey, similar to the one Geneva had done.

Macione mentioned an individual who contacted the City about Hindu Heritage Month. She noted that the governor has a process for creating proclamations on his website and suggested that St. Charles consider implementing a similar process.

#### Mental Health:

Castro interviewed the Police Department regarding their approach to mental health and noted that he had not yet spoken with the Fire Department.

#### Immigrants:

Anderson reported that she met with Christina Mendoza, the stepdaughter of the owner of La Huerta, who is involved with Christian Radical Love and Parents with Power, organizations that connect refugees and immigrants with goods and resources. She noted that the best way to amplify messages is through social media, school backpacks, and churches. Nichol added that the Salvation Army is also a good contact.

Sanders said her school district had prepared a resource list for immigrants that she would like to share with the D303 school board members so the community can access that information. Additionally, she noted that she is working on a spreadsheet to identify immigrant-owned businesses in St. Charles.

#### LGBTQIA+:

Kruse announced that they would like to see two events in 2025: a community engagement panel at the library in March and a mini Pride Fest on June 2<sup>nd</sup> during the flag raising. Newman briefly explained the application process, the necessary budget, and shared several ideas for the Pride event.

### **5. Identifying Bias Subcommittee Slide Discussion**

Castro explained his position on the commission and the City policies that have affected his family. Stricker suggested meeting with Castro one-on-one to better understand his concerns and to determine an action plan.

### **6. Business Grant Improvement Discussion**

Nichol met with Economic Development Director Derek Conley and Management Analyst Brianna Bacigalupo to discuss a budget that would provide \$25,000 a year to business owners for making ADA improvements. Bacigalupo intends to request an increase in funding (up to \$40,000) for reimbursement of cost-sharing up to \$10,000 for ADA improvements (25% covered by the business and 75% by the City). This proposal will be presented to the city council. Bacigalupo asked the commission to review the language of the proposal before the next meeting.

### **7. 2025 Budget Discussion**

The group discussed the commission's annual budget. Budget requests for 2025 need to be finalized by the next meeting as the City is currently planning for the next fiscal year. Johnson and Macaione stated that they would like to include funds for a future cultural fair.

### **8. New Business/Concerns**

The group welcomed Patrick O'Connor, who will be appointed at the City Council meeting on December 2, 2024. He provided a brief background of his experience in public service, which will benefit the commission.

## 9. Public Comment

Bob Gehm, 3<sup>rd</sup> Ward Alderperson, introduced himself, expressed his interest in the commission, and mentioned his work with Bethlehem Lutheran Church regarding inclusiveness.

## 10. Adjourn

Motion by Macione, second by Nichol to adjourn the meeting at 6:11 pm.

**Voice vote:** Ayes: Sanders, Anderson, Castro, Macione, Johnson, Kruse, Nichol.

Nays: None. Absent: None. Newman did not vote as Chair. **Motion Carried.**

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