

AGENDA
THE CITY OF ST. CHARLES
EQUITY & INCLUSION COMMISSION
THURSDAY, OCTOBER 17, 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 September 19 Equity & Inclusion Meeting Minutes
4. November 4th Presentation Discussion
5. Subcommittee Reports/Newsletter Sign Ups
6. New Commissioner Discussion
7. New business
8. Public comment
9. 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. 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, SEPTEMBER 19, 5:00 PM
2 EAST MAIN STREET
DENS A&B**

1. Call to Order

Chair Newman called the meeting to order at 5:02 pm.

2. Roll Call

Present: Susan Sanders, Cris Anderson, Michael Castro, Lisa Macaione, Erica Johnson, Trudy Nichol. Absent: Mary Kruse.

Others present: Lisa Stricker, Brianna Bacigalupo, Al Watts, Tara Strachan

3. Approval of August 15 Equity & Inclusion Meeting Minutes

Motion by Macaione, second by Anderson to approve the August 15, 2024, Equity & Inclusion Meeting Minutes.

Voice Vote: Ayes: Nichol, Sanders, Anderson, Castro, Macaione, Nichol, Johnson. Nays: none. Absent: Kruse. Newman did not vote as Chair. **Motion carried.**

4. Scarecrow Fest display planning/update

The group discussed the timeline and supplies needed to prepare the commission's scarecrow.

5. Vote on 2024-2025 Action Plan

- Culture & Religion:

Macaione and Johnson noted they would like to work toward a Land Acknowledgment Statement in 2025 for E & I and potentially other governing bodies. Nichol asked if that would take the place of the Pledge of Allegiance; Macaione answered it would not.

Macaione and Johnson met with Communications Manager Lisa Garhan to discuss expectations about social media posts. It was noted that each group will be responsible for two newsletter posts per year; this will be added to the next meeting agenda.

- Disability (Physical):

Newman asked about the mission statement being altered on the 2024-25 Action Plan slide. Macaione explained the change was made to the Physical and Developmental slides to be cohesive with the others.

Nichol stated the tour of the City's public buildings to identify accessibility issues is nearly completed and that Jennifer McMahon will be drafting a budget. She

noted the majority of grant writing is done through the St. Charles Business and will confirm if there is a separate grant writer for the City.

Bacigalupo suggested the verbiage on the slide regarding the crosswalk be changed to “Kirk Road & Route 64” rather than “Pride Station on Main Street.” Castro mentioned the builder should have planned for a crosswalk. Nichol stated that a crosswalk was originally planned for this location but has not happened yet.

Disability (Developmental):

Johnson asked for clarification between the terms developmental & neurodiversity. Stricker explained that the two overlap and offered to send more information to her. Nichol stated she would like to add neurodivergent. Newman explained that as a parent of a neurodivergent/developmentally disabled child, people define it differently, but she did not think it needs to be added. Stricker echoed that unless it is part of the 2024-2025 Action Plan, it does not need to be included.

Mental Health:

Sanders noted the City has approved to post the Kane County Family Resource Guide pamphlet on the website.

Castro stated they have reached out to the police and fire chiefs regarding mental health programs. He said they have not heard back from the fire chief. Nichol noted the fire chief had just announced his retirement. Castro further explained that the police department has a social worker that works 40 hours in person and utilizes a third party that is on call 24-hours. Stricker suggested to look at the Illinois SAFE-T Act. Castro noted he did not hear back from the police chief regarding a program that provides a list for people that have had a history of mental health episodes. Sanders said the 708 Mental Health Board provides money for a social worker but would like more social work services to be included in their funding. Nichol mentioned Delnor has a mental health emergency crisis staff member. Sanders added that AOK has a crisis prevention person that will come to the home rather than calling the police. Castro stated they would like more information available on community communications.

- Immigrants:

Sanders noted the new City website will have the ability to translate numerous languages.

- LGBTQIA+:

Newman stated she would like to confirm the 2025 Pride Flag event soon because June is a busy month for the organizations she would like to collaborate with. Anderson mentioned she did not think events could be held on city property. Bacigalupo said she will put her in contact with the special events coordinator.

- Commission Improvements:

Newman shared with the group that she had met with the Fox Valley Literacy Volunteers Director who mentioned hosting a convening of local non-profits.

Castro spoke to bias and bias especially within the City. Nichol suggested speaking as a public citizen at a City Council meeting. Newman asked Castro to define bias. Stricker reiterated that Castro does not want to be on the bias subcommittee by himself for the sake of integrity of the commission based on his personal experience. Nichol spoke to the idea of bias, and Newman asked for clarification on the definition of bias. Johnson suggested Castro create a presentation to show the commission at a future meeting. Castro expressed concern regarding the bias subcommittee slide being removed from the 2024-25 Action Plan. Stricker said it needed to be removed because it had yet to include any items or mission statement. Stricker suggested setting aside some time during a meeting to hear stories of people who been hurt, harmed, or wronged in some way.

Newman noted they she will be meeting with Mayor Vitek and Lisa Stricker to go over the 2024-25 Action Plan that will be presented to City Council on October 21. Stricker explained that the commission is not asking for permission; they are showcasing their work. She added that City Council does vote on budgetary issues.

Motion by Macaione, second by Sanders to approve the 2024-2025 Action Plan.

Voice Vote: Ayes: Nichol, Sanders, Anderson, Castro, Macaione, Nichol, Johnson. Nays: none. Absent: Kruse. Newman did not vote as Chair. **Motion carried.**

6. Public Comment

Al Watts from the South Elgin Equity & Belonging Commission commended the commission on their progress. He noted their next meeting is on September 30. He stated their goal is to highlight the diversity that is already there, and they hope to do a cultural food fest and story booth to capture the stories of South Elgin.

7. Adjourn

Motion by Anderson, second by Nichol to adjourn the meeting at 6:05 pm.

Voice Vote: Ayes: Nichol, Sanders, Anderson, Castro, Macaione, Nichol, Johnson. Nays: none. Absent: Kruse. Newman did not vote as Chair. **Motion carried**

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