

MINUTES
THE CITY OF ST. CHARLES
EQUITY & INCLUSION COMMISSION
THURSDAY, OCTOBER 12, 2023, 5:00 PM
2 EAST MAIN STREET
DENS A & B, SECOND FLOOR

1. Call to Order

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

2. Roll Call

Present: Cris Anderson, Michael Castro, John Fitzgerald (joined at 5:03 pm), Lisa Macaione, Samantha Newman, Trudy Nichol, Sue Sanders

Others present: Heather McGuire, Lisa Stricker, Jenn McMahon, Sharon Bringelson

Absent: Erica Johnson, Mary Kruse

3. Approval of the August 8, 2023, Equity & Inclusion Meeting Minutes.

Motion by Anderson, second by Fitzgerald to approve the August 8, 2023 meeting minutes.

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

4. Discuss and determine a meeting schedule.

The group decided to meet monthly, the 3rd Thursday of the month. The next meeting will be November 16.

5. Commission Training

Lisa Stricker created a shared understanding about the training to be conducted today. It will be a conversation rather than a typical training session. The group is asked to understand that mistakes will be made and communication boundaries will be touched, and members may signify their sensitivity by offering "ouch." This will create the opportunity for additional dialog. The intent is to enlighten and create understanding.

Unconscious bias

- We take information and make judgements quickly.
- Everyone has biases, they are ingrained and often not recognized.
- Biases become dangerous when acted upon.
- Many examples were offered by Lisa and commission members.

Microaggressions - An utterance or action based on a stereotype

1. Spotlighting the differences between people.

2. “Surprised” compliments could be attempts to be kind but can be received as insults.
3. Be careful about assumptions of criminality.
4. Belief in meritocracy – the “best” person always wins.
5. Cultural norms – can differ by group, there is no right/wrong.
6. Assumes hierarchy – who’s the boss.

Many examples were offered by Lisa and commission members.
Be thoughtful about what and how you’re doing things.

Tips for effective communication

- Don’t mention skin color or heritage if not pertinent to the topic at hand.
- Ask others how they want to be called/referred to.
- A quick apology is fine, and an elaborate apology creates an unwelcome distraction.

Other topics to be covered as this training continues at the next meeting are:

- Terminology.
- Gender issues and expression.
- Classism.
- LGBTQ+ communication.
- Racial equity.
- Developmental challenges.
- Disability accommodations.

The group is asked to bring feedback to the next meeting. Raise issues that involve the City government, and not for other public agencies. Also, when areas of opportunity are identified, offer suggestions about how to improve. This is an advisory board and members should be heard as citizens of St. Charles.

6. Public Comment

None

7. Adjourn

Motion by Castro, second by Macaione to adjourn the meeting at 5:58 pm.

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

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