

MINUTES
THE CITY OF ST. CHARLES
EQUITY & INCLUSION COMMISSION
THURSDAY, NOVEMBER 16, 2023, 5:00 PM
2 EAST MAIN STREET
COUNCIL COMMITTEE ROOM, SECOND FLOOR

1. Call to Order

Chair Nichols called the meeting to order at 5:00 pm.

2. Roll Call

Present: Cris Anderson (joined at 5:01 pm), Michael Castro, John Fitzgerald (via phone), Erica Johnson (via phone), Mary Kruse, Lisa Macaione, Samantha Newman, Trudy Nichol, Sue Sanders

Others present: Heather McGuire, Lisa Stricker, Sharon Bringelson

Absent: None

3. Approval of the October 12, 2023, Equity & Inclusion Meeting Minutes.

Motion by Anderson, second by Macaione to approve the October 12, 2023 meeting minutes.

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

4. Discuss and determine a meeting schedule.

The group decided to omit the December meeting, the January meeting will be Thurs Jan 18 at 5:00 pm, and the February meeting will be Thurs Feb 15 at 5:00 pm.

5. Discuss and determine training schedule.

The group discussed possible approaches to training. It was considered to do one long session, approximately eight hours, or else 20-30-minute segments at each meeting. All meetings will be open to the public. Lisa Stricker will plan to attend all meetings for the first year. Schedule availability for one large block will be a challenge, and for the short term it was decided to start with smaller training increments.

It was requested to have training materials set in advance of the training meetings to use the time efficiently. Lisa Stricker does not create PowerPoint presentations. Her training is a conversation, not a presentation, in order to avoid the impression of a single authority or set of facts. Lisa will consider how the training could be conducted and offer more detailed options to the commission.

6. Revisit Training from Last Month.

Microaggressions - A member raised concerns about specific terms that were used during the last meeting, and the importance of intention was reiterated. Best practice is to avoid using terms that are not pertinent to the situation, and to use any knowledge about audience preferences. There is no terminology that is guaranteed to avoid offense.

7. Commission Training.

Training was deferred to a future session.

8. Ekwabet Statue Request.

A request was received from Eric Krupa to update the plaques on the Ekwabet statue on the Riverwalk. The commission decided to support the proposed effort, and Lisa Macaione and Mary Kruse volunteered to take the lead in working with Mr. Krupa. It is hoped they will have a meeting with him before the January meeting, and report back to the larger group with any information about plaque development, donation structure, etc.

9. Discuss Equity & Inclusion Commission 2024 goals.

Each of the members was asked to state their top two “passion points.” Ideas were offered as follows (paraphrased):

- Religious equity*
- Openness – actively welcome all
- Acknowledgement that change is needed and it’s a long path*
- Immigrants*
 - Participation in the community and in leadership roles
 - Cultural equity
 - Representation or all, include all groups, even small ones
 - Heritage, history, holidays, awareness and celebration of other cultures
- LGBTQA+
- Physical disabilities, mental health, developmental and intellectual disabilities*
- Everyone has a genuine opportunity to be heard, a seat at the table*
- Veterans

*Raised by multiple commission members

Members are welcome to call or text Lisa with any additional input. Once the goal list is distilled by Lisa Stricker, she will present to the group at the January meeting. Once goals are agreed upon by the commission, members will be associated with specific goals and those will be discussed in small groups with Lisa. Then an action plan will be developed and tangible outputs will be established.

Sharon Bringelson was asked to send the Ordinance that established the Equity & Inclusion Commission to all of the members.

10. Responsibility to Report to City Council.

The Commission plans to provide a written memo to the City Council in December or January. For future quarterly reports, when goals are set and decisions are made, an in-person update will be presented.

11. Local Agencies to Partner With

The group briefly discussed how to approach partnerships with other local organizations. It was encouraged to network, build relationships, and establish the commission as a community resource.

An idea was raised to compile a list of community organizations to be available as a resource to the public.

A suggestion was offered to have the commission create an article for publication in the City's monthly newsletter.

12. Public Comment

None

13. Adjourn

Motion by Anderson, second by Macaione to adjourn the meeting at 6:34 pm.

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

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