

**Lake County Forest Preserve District
Diversity and Cultural Awareness Committee
August 31, 2020**

On Monday, August 31, 2020, pursuant to Section 7(e) of the Illinois Open Meetings Act, the August 21, 2020 Gubernatorial Disaster Proclamation; the Governor's Executive Order No. 2020-52, and the Written Determination of the Lake County Forest Preserve District President attached to the Agenda, the Diversity and Cultural Awareness Committee met via Audio and Video conference and at the Lake County Forest Preserve District's General Offices.

1.0 Call to Order - Chair Julie Simpson called the meeting to order at 11:00 a.m.

Chair Simpson requested that committee members verify their presence during the meeting by displaying a live video connection, and not a static screen with only name and/or photo, at least during the initial roll call, when speaking, and when voting.

2.0 Roll Call - Committee Secretary Gragnani call the roll and all five committee members responded: Julie Simpson, Chair; Mary Ross Cunningham, Vice Chair; Marah Altenberg, Jennifer Clark, and Jessica Vealitzek.

Other Commissioners Present:

Angelo Kyle, President

Paul Frank

Also Present:

Alex Ty Kovach, Executive Director

Matt Norton, Corporate Counsel

Mike Tully

Mary Kann

Laurel Diver

Jim Anderson

Jim Ballowe

Also Present:

Nan Buckardt

Katherine Hamilton-Smith

Steve Neaman

John Nelson

Randy Seebach

John Tannahill

Rebekah Snyder

Julie Gragnani

Deb Boness

Motion by member Clark, second by member Cunningham to suspend the Rules of Order and Operational Procedures to the full extent necessary to allow Committee members to attend this meeting in accordance with Section 7(e) of the Open Meetings Act, which allows all Commissioners to attend this meeting by video or audio conference. Roll Call vote being had, the motion passed by the following vote: AYES: 5, NAYS: 0.

3.0 Pledge of Allegiance – There was consensus of the committee to dispense with a pledge.

4.0 Approve Minutes – Motion by member Cunningham, second by member Clark to approve the Minutes of March 25, 2019. Roll call vote being had, the motion passed by a vote of: AYES: 5, NAYS: 0.

5.0 Public Comment – None

6.0 Addenda to the Agenda – None

7.0 Old Business

7.1 Update on projects previously requested by the Committee – Administration Director Mary Kann updated the committee on items discussed at the previous meeting:

- **Compensation Study** - At the last meeting the Committee recommended staff move forward on a study. Staff has submitted a program analysis form in the 2021 budget request to determine if there is any ability to fund a study.

- Posting open positions until filled in lieu of an application deadline - Staff is prepared to implement this approach but the COVID pandemic forced a freeze on open positions except for the Deputy Ranger Police positions, which had a rolling recruitment process resulting in three rounds of interviews.
- Add language regarding equal pay to the pertinent policies - Language is being presented to the Finance Committee in September on Policy 5.2 – The Pay Plan, stating that all paid positions shall be based on bona fide business factors and not on non-job related characteristics such as race, gender or religion.
- Accepting applications for positions that are not open – COVID caused this item to be delayed but staff hopes to begin this by the end of 2020.
- Organization to help reach out to other diverse networks – a lead on an organization did not work out as there was no guarantee that the groups would see our postings or agree to use them because of a requirement that they “opt in”. Staff is still looking for other sources. Director Kann responded to questions and a general discussion ensued. Director Kann noted that she would check to make sure information is reaching the local Chambers of Commerce.

8.0 New Business

8.1 Recommend approval of an Ordinance adding Policy 1.2 – Diversity, Inclusion and Equity to Personnel Policies & Procedures – Motion by member Cunningham, second by member Clark to approve the item. Executive Director Kovach made opening remarks and Director Kann reviewed each section of the proposed new policy. She noted that the policy outlines the District’s diversity, inclusion and equity tactics; and expectations for managers and other employees to intentionally create a work environment promoting positive outcomes. This policy will require annual diversity training: A staff Diversity and Inclusion Committee will have several functions that Director Kann also reviewed. She added that the topic of bullying would be part of the Harassment Policy. Staff responded to questions and a general discussion ensued. Following discussion the motion passed by a roll call vote of: AYES: 5, NAYS: 0.

Attorney Matt Norton announced that there was a typo on the Chair’s annotated agenda regarding Item 4.0 Approval of the Minutes. To clarify the correct date of the minutes being approved, he asked the Chair to ask for re-approval of the minutes of January 27, 2020 and not the minutes of March 25, 2019 as she had read from the annotations. Motion by member Cunningham, second by member Clark to approve the minutes of January 27, 2020. Roll call vote being had, the motion passed by a vote of: AYES: 5, NAYS: 0.

8.2 For Information Only - Black Voices in Lake County project with College of Lake County (CLC) – Education Director Nan Buckardt provided some background and an overview of the project. The museum staff has thought about how to learn more about the black community in Lake County and reached out to CLC for help. They have been working with CLC’s Diversity Committee and their diversity team, who is taking the lead on the project. CLC is hosting and funding a multi-media art competition with their students and the work will be compiled into a book produced by CLC’s English Department. Five students will be selected to set up interviews with community members about their experiences about living in Lake County. These five students will receive a stipend for their work. Museum staff will then take the students’ work and the interviews produced, and curate an exhibition for installation at the Dunn Museum. The exhibition is scheduled to open on February 6, 2021 during Black History Month. The Preservation Foundation approved a \$10,000 grant to help fund the stipends to the students, hire a professional videographer to record the interviews, and to support education programs related to the exhibit. CLC will fund the art contest and the book. The exhibit is tentatively named “Our Voice in History – Past, Present and Future”.

7.0 Next Meeting – The consensus of the committee was to meet again in January, 2021.

8.0 Adjourn - With no further business, Chair Simpson declared the meeting adjourned at 12:04 p.m.

APPROVED:

	<u>Yea</u>	<u>Nay</u>
_____ Mary Ross Cunningham, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>
_____ Marah Altenberg, Vice Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>
_____ Carissa Casbon	<input checked="" type="checkbox"/>	<input type="checkbox"/>
_____ Gina Roberts	<input checked="" type="checkbox"/>	<input type="checkbox"/>
_____ Jessica Vealitzek	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Diversity and Cultural Awareness Committee Secretary's Note: Pursuant to Section 7(e) of the Illinois Open Meetings Act, the January 8, 2021, Gubernatorial Disaster Proclamation, the Governor's Executive Orders No. 2021-1 and Written Determination of the Lake County Forest Preserve District President, the Diversity and Cultural Awareness Committee met via audio and video conference on Monday, January 25, 2021. These Minutes were approved by a Roll Call vote at that meeting:

AYES: 5 (Altenberg, Casbon, Cunningham, Roberts, Vealitzek)
NAYS: 0

Julie Magnoni 1-25-21

Committee Secretary