

**MINUTES
THE CITY OF ST. CHARLES
EQUITY & INCLUSION COMMISSION
THURSDAY, JUNE 20, 2024
2 EAST MAIN STREET
DENS A&B, SECOND FLOOR**

1. Call to Order

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

2. Roll Call

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

Others present: Heather McGuire, Lisa Stricker (arrived 5:14pm), Clint Hull, Tara Strachan.

3. Approval of the April 18, 2024, and May 16, 2024, Equity & Inclusion Meeting Minutes

Motion by Nichol, second by Macaione to approve the April 18, 2024, meeting minutes.

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

Motion by Nichol, second by Anderson to approve the May 16, 2024, meeting minutes.

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

The commission discussed extending the length of future meetings to an hour and a half. Heather McGuire explained that the duration of the meeting is up to the members and they can discuss and make this an official action item at the next meeting.

4. Review and discussion of the City's original Ordinance creating this Commission

2.17.010 – Establishment.

Heather McGuire updated the group that two new applicants had been received for the vacant position and that the previous applicants are not being considered. She explained that the Mayor appoints this position and is in the process of setting up interviews. It was noted that the commission should be 9 total members, not 11.

2.17.020 – Purpose.

Nichol informed the group that she had met with her visually impaired consultant. It was suggested by Chair Newman that any outside meetings should be shared in the subcommittee reports.

2.17.030 – Members-Appointment.

Castro mentioned that someone under the age of 18 would offer a different viewpoint and could benefit the commission. Heather McGuire explained that members can reach out to any individuals who are local and would have St. Charles' best interest.

The group discussed examples of neurodiversity and intellectual disabilities.

2.17.040 –Members - Terms of Office.

Nichol asked what the term would be for the vacant seat. Heather McGuire explained it would be the same term as who had held the seat previously. She also noted that the Mayor will typically reappoint members that are interested in continuing to serve on the commission.

2.17.050 – Responsibilities.

Anderson questioned the meaning of systemic inequities and Nichol provided the group with examples.

It was mentioned by several members that they were surprised a religious prayer was given at the beginning of City Council meetings. Heather McGuire explained that many organizations have historically done this. She noted the invocation is rotated amongst the council members who are interested in doing so.

Chair Newman asked about a commission liaison. Heather McGuire explained the commission selects this position.

The group discussed a deadline for resources to be available on the City website and to provide an update to City Council on the commission's progress and goals. Heather McGuire noted the City is currently updating the website and should be completed by August. It was suggested that September would be the goal for these items.

5. Update 2024-2045 Action Plan Document

The group reviewed the action plan document and verified who was on each subcommittee and their title names. The "Immigrant Population" subcommittee title was changed to "Immigrants." Nichol would like to discuss the "Disability" title at a future meeting.

Macaione expressed her concern that while having a list of resources available on the City website is a great idea, the commission needs to find ways connecting them to the public so they are aware that these resources are available. A discussion ensued about various ideas to accomplish this.

Chair Newman asked if the commission could have presence on any social media platforms. Heather McGuire explained the resources that are required to manage that would be difficult.

It was suggested by Johnson to create a scarecrow for the Scarecrow Fest to bring awareness to the Equity and Inclusion Commission. Ideas for the scarecrow will be addressed at the next meeting.

Castro mentioned DPE and creating a city policy. Heather McGuire replied that some of that is already in place. Chair Newman added that notion falls within his subcommittee and it was suggested that he meet with the City's Planning Department and report back at the next meeting.

Macaione mentioned that she and Chair Newman had emailed D303 Superintendent regarding the Diversity, Equity, and Inclusion officer position. They were informed the position had been permanently eliminated due to DEI is already built into their strategic plan.

Nichol mentioned there is a need for more ADA playground equipment at D303 schools. She also noted that the Salvation Army has had a decrease in their food donations and there is an immense need for food in St. Charles.

The group discussed their action plan for the next meeting. Subcommittees will report their items to Macaione and she will add them to the commission's Action Plan. Each subcommittee will identify 1-2 goals to be completed by December 2024.

Chair Newman noted that Mayor Vitek may be attending the August meeting.

6. Public Comment

Clint Hull gave positive comments to the commission and thanked them for their good work.

7. Adjourn

Motion by Nichol, second by Anderson to adjourn the meeting 6:24 pm.

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

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