



## **Human Relations Commission**

### **Minutes**

**October 8, 2020 6:30 P.M.**

via Teleconference

**1. Call to order.**

The meeting was called to order at 6:36 p.m.

Members present: Sharveta Parker, Matt Weiss, McKenzie Edmonds, Molly Fox-Kincaid, Deba Briscoe, Jesse Dercks (arrived at 7:02 p.m.), Maria Van Hoorn (arrived at 7:32 p.m.)

Members not present: Alicia Obiakor

Others present: Assistant Village Manager Tyler Burkart, School Board Member Clarke Warren, Tr. Wesley Warren, Tr. Davida Amenta, Tr. Kathy Stokebrand, Lt. Tom Liebenthal, Alexander Weiss, Charlie DeSando, Ellen Eckman

**2. Consider Approval of September 10, 2020 minutes**

Ms. Edmonds moved to approve the September 10, 2020 minutes. Motion seconded by Ms. Briscoe. Motion approved by a 5-0 vote.

**3. Update on Police Organization Study from Consultant Alex Weiss**

Mr. Alex Weiss was in attendance to provide the Commission a summary of the current process in completing the Police Org Study, his background, and previous studies completed. The draft report will be completed by the end of October and a community meeting with the Village Board to review the report and ask questions will occur some time in mid-November. After the community meeting the draft report will then be finalized based on the final feedback. Community and Commission members asked questions to Mr. Weiss about the research collection process, improvements in data accessibility and reporting, racial makeup of those who have provided feedback thus far, what other communities may conduct a similar study, confidence the study will implement change, other results seen in other communities who completed a study, ways to reduce the police department's role in the community and provide to other agencies or positions who may specialize in social work or similar concentrations, ways Police Departments determine race, and impacts of having a consolidated dispatch service.

**4. Public Comments**

No public comments.

**5. Discuss Observations in the Community**

No observations in the community.

**6. Staff Liaison Updates**

Mr. Burkart has no update for the Commission.

**7. Discuss Next Steps for Implementing Plans to Address Racial Inequities**

Policy – Ms. Briscoe informed the Commission about some state restrictions to allow a community to adopt the #cantwait campaign. Ms. Briscoe would like to encourage writing to state legislators to address these restrictions. Ms. Briscoe also mentioned the Policy Subcommittee would like to recommend adding a Social Worker to the organization structure to take on some of the duties currently done in the Police Department. They are requesting to look at the RFP and selection process for the current cafeteria provider at the schools.

Data – Ms. Edmonds met with the Director of Communications with Bayside Dispatch to learn about the availability and accessibility of the reports. Dispatch may be able to do a shadowing experience for Commission members. Ms. Edmonds asked if our Police Department personnel can meet with Dispatch to talk about the types of phone calls that are directed to Police Departments.

Education – Ms. Parker reported that the department heads have begun doing training with the EDI committee which Ms. Parker and Ms. Van Hoorn serve on.

**8. Discuss North Shore Coordinated Efforts to Promote Service Opportunities during Martin Luther King Jr. Day**

Mr. Burkart mentioned that several of the North Shore communities have been meeting on a monthly basis to find ways to work together to promote racial equity and raise awareness on inequities that exist. Mr. Burkart asked Commission members if they are aware of any service projects around Martin Luther King Jr. Day to let him know so that the group can promote these opportunities. In addition, Mr. Burkart asked the Commission to think about if they want to create a service opportunity or event for this holiday.

**9. Subcommittee Reports**

No reports.

**10. Future Agenda Items and Speakers**

No future agenda items or speakers.

**11. Adjournment**

Ms. Briscoe moved to adjourn the meeting. Motion seconded by Mr. Weiss. Motion approved by 7-0 vote. Meeting adjourned at 7:44 p.m.

Respectfully submitted by,

Tyler Burkart,  
Assistant Village Manager