



## **Human Relations Commission**

### **Minutes**

**February 11, 2021 6:30 P.M.**

via Teleconference

**1. Call to order.**

The meeting was called to order at 6:35 p.m.

Members present: McKenzie Edmonds, Molly Fox-Kincaid, Maria Van Hoorn, Charlie DeSando, Alicia Obiakor, Sharveta Parker

Others present: Assistant Village Manager Tyler Burkart, School Board Members Clarke Warren and Emily Berry, Tr. Wesley Warren

Members not present: Shavonda Sisson, Matt Weiss, Ana Belen Duran Lopez

**2. Consider Approval of January 14, 2021 minutes**

Ms. Van Hoorn moved to approve the January 14, 2021 minutes. Under number 3 for public comments, capitalize the B in Black. Motion seconded by Mr. DeSando. Motion approved by a 5-0 vote.

**3. Public Comments**

No public comments.

**4. Discuss Observations in the Community**

No further observations to discuss.

**5. Staff Liaison Updates**

Reggie Jackson program “Black Lives Matter” had well over 200 participants on average. Thanks to the Public Library for putting together the program.

**6. Discuss and Consider 2020 Annual Report and 2021 Future Initiatives**

Mr. Burkart highlighted the timeline for completing this year’s annual report. The Commission discussed what initiatives to take from the Plan to Address Racial Inequities and include in the annual report. Tr. Warren mentioned the Village Board is currently working on the Open Records Policy that may want the HRC to weigh in on the subject. Mr. Burkart can add Holiday Decorations based on the review that will occur in Parks and Public Spaces Committee. Mr. Burkart will add either of these initiatives on the future initiative list if the Board refers it to the Commission. Data would like to carry over the initiative of reviewing data requests with the Police Department.

Accomplishments in 2020 for the HRC includes:

- Began discussions with Police on 8 Can’t Wait campaign

- Explored reasons why Airmark was selected; draft recommendation letter to incorporate EDI principles in their RFP process. Letter will also go to the Village.
- Coordinated first Shorewood Speaks campaign and began setting up next one to take place in the summer.
- Began planning efforts for grant to conduct implicit bias training for the Shorewood community.
- Reviewed and participated in the Shorewood Police Organization Analysis process.

## **7. Subcommittee Updates on Implementing Plans to Address Racial Inequities**

Policy – The subcommittee is focused on 8 Can’t Wait. They are reviewing and prioritizing each of the actions in the campaign. They will let Data know what data points would be useful for their policy review.

Education – The subcommittee met with BID Director Steph Salvia and Project Onyx on coordinating the next Shorewood Speaks. The BID will work on a potential agreement with them and report to the Commission how they could assist them. There was interest in developing a resource hub, which the subcommittee will consider producing with the assistance of Mr. Burkart.

Data – The subcommittee continues to review the Police Org Analysis action plan. Members will attend the Public Safety standing committee meeting. They will meet with Chair O’Brien of the Police Commission to further discuss some of their initiatives.

## **8. Update from EDI Committee HRC Representatives**

Mr. Burkart mentioned we are now in phase B, which will ask each member to review their department or service areas and identify a few policy or procedures to review and improve with EDI principles.

## **9. Other Subcommittee Updates**

School Board member Emily Berry will be taking over for Clarke Warren as the School Board liaison.

## **10. Future Agenda Items and Speakers**

No future agenda items.

## **11. Adjournment**

Ms. Van Hoorn moved to adjourn the meeting. Motion seconded by Ms. Edmonds.  
Motion approved by 6-0 vote. Meeting adjourned at 7:24 p.m.

Respectfully submitted by,

Tyler Burkart,  
Assistant Village Manager