



## **Human Relations Commission**

### **Minutes**

**August 12, 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, Charlie DeSando, Sharveta Parker, Matt Weiss, Maria Van Hoorn (arrived at 6:42 p.m),

Others present: School Board Member Emily Berry, President Ann McKaig, Chuck Carlson, Sarah Wang, Trustee Stokebrand (arrived at 7:09 p.m.)

Members not present: Molly Fox-Kincaid, Shavonda Sisson, Alicia Obiakor, Ana Belen Duran Lopez

**2. Consider Approval of July 13, 2021 minutes**

(This item was moved later in meeting as attendees waited for a quorum)

Ms. Edmonds moved to approve the July 13, 2021 minutes. Motion seconded by Mr. DeSando. Motion approved by a 5-0 vote.

**3. Public Comments**

President Ann McKaig shared that she has suggested to Village Manager Rebecca Ewald to invite the guests from the Community Development Alliance presentation on Tuesday, August 10<sup>th</sup> to a future HRC meeting. President Ann McKaig and Chair Parker encouraged commissioners to review the meeting recording.

**4. Discuss Observations in the Community**

No observations expressed.

**5. Staff and Village Board Liaison Updates**

President McKaig was in attendance to share an update on Police Commission appointments. President McKaig shared that it was brought to her attention at the August, 2<sup>nd</sup> 2021 Committee of the Whole meeting that some community members felt that she should have appointed Ms. Michelle Waite in place of her appointment. President McKaig stated that the Village President has the authority to appoint at pleasure and remove at pleasure. President McKaig shared that she would not consider removing an appointment within 30 days of taking office. President McKaig shared her process for appointments and reappointments. President McKaig stated that she did not review applications for positions that were determined for reappointment. President McKaig shared that Ms. Waite did not have an application submitted at the time that applications were reviewed for appointment.

Mr. Carlson stated that his comments at that meeting were not specific to Ms. Michelle Waite. Mr. Carlson shared that this was an opportunity to pause, give consideration to what the Police Commission does and get people involved. Mr. Carlson stated that the appointment process kept the status quo and could have been an opportunity to challenge it. Mr. Carlson stated that it was not a critique to any individual commissioner nor applicant, it was a critique to the entire Police Commission. Ms. Wang shared that this conversation is an opportunity to change. Ms. Van Hoorn thanked President McKaig for reviewing the process in a timely manner and her transparency.

President McKaig shared that the parking materials included in the meeting documents were not the ones she intended for the HRC to review. President McKaig shared that the Plan Commission will discuss the parking code at their September 8<sup>th</sup> meeting and encouraged HRC members to attend. President McKaig shared insight to what she has learned recently in regards to parking ratios, overall costs and suburban parking codes.

**6. Discuss Parking Policy Changes being considered by the Village**

This item was addressed earlier (agenda item #5)

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

Policy – Ms. Van Hoorn shared that the committee is working with Mr. Burkhart to review HR policies for Village positions with a focus on equity in the selection process.

Education – Mr. Desando shared updates on The Role of Suburbs in Creating a Diverse and Inclusive Region: Spotlight on Housing. Due to discussion at a recent meeting, Shorewood Speaks will be pushed back on the calendar. There is a currently a [webpage](#) for the community to access. A village wide book club will be discussed at the next meeting that will be supported by Ms. Rachel Collins and staff at Shorewood Public Library.

Data – Ms. Edmonds shared an update on collaboration with the Police Commission with a focus on shared initiatives and data review. Ms. Edmonds shared that Mr. Rick Cole, President of the Police Commission, has expressed an interest to be introduced to the HRC.

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

President McKaig shared the need for recommendations for EDI work moving forward. President McKaig requested a recent email by Mr. Sam Coleman to be sent to HRC that highlighted accomplishments and summarized the work. The Village Board has reallocated funds for the EDI initiative to be used in the interim for participation in the YWCA Unlearning Racism Training. Trustee Stokebrand encouraged sharing training ideas with Village Manager Ewald.

**9. Other Subcommittee Updates**

Ms. Wang suggested supporting the Police Commission in updating HR practices after discussing needs for improvement with Mr. Mike O'Brien.

Ms. Van Hoorn asked if there is a strategic plan in place to commit to the framework of the EDI training.

President McKaig shared that the 2022 budget includes an RFP for strategic process but that the training was booked to capacity so there is a need to continue the work with a plan B. For example, it was intentional in the ordinance to have the HRC complete a data report yearly, but there are not the resources to complete that at this time. President McKaig stated there is a need to rectify resources and acknowledged a shortage of staff resources.

**10. Future Agenda Items and Speakers**

Chair Parker shared that administrations from Lake Bluff Elementary School and Atwater Elementary School have expressed interested in attending HRC meetings.

**11. Adjournment**

Ms. Van Hoorn moved to adjourn the meeting. Motion seconded by Mr. Desando. Motion approved by 5-0 vote. Meeting adjourned at 7:24 p.m.

Respectfully submitted by,

Tyler Burkart  
Assistant Village Manager