

**GENEVA COMMITTEE OF THE WHOLE MEETING MINUTES**

**Tuesday, February 21, 2023**

City Hall Council Chambers  
109 James St., Geneva, IL 60134

Elected Officials Present: Mayor Burns, Ald. Bruno, Ald. Burghart, Ald. Kaven, Ald. Kilburg, Ald. Kosirog, Ald. Maladra, Ald. Marks, Ald. Mayer, Ald. Swanson, Clerk Kellick.

Elected Officials Attending by Teleconference: None.

Elected Officials Absent: Ald. Hruby

Others Present: Asst. City Admin. McCready, City Attny. Sandack, Supt. Van Gyseghem, Dir. Babica, Gen. Johnson, and Chief Antenore.

Others attending by video or teleconference: None.

**Call to Order**

Council member Dean Kilburg, serving as chair, called the meeting to order at 7:30 PM noting all council members except for Ald. Hruby were present.

**Recommend Suspending the Rules to Permit Council Member Kilburg to Chair this Meeting and to Vote on All Action Items on this Agenda.**

Moved by Ald. Swanson, seconded by Ald. Marks.

Voice Vote: 8-0 (Kilburg abstaining).

MOTION CARRIED

**Approve Regular Committee of the Whole Minutes from February 6, 2023 and Special Committee of the Whole Minutes from January 9, 2023.**

Moved by Ald. Bruno, seconded by Ald. Kaven.

MOTION CARRIED unanimously by voice vote of those present 9-0.

**Items of Business**

Consider Draft Resolution Authorizing the Purchase of a Cardiac Monitor from Zoll Mechanical Corporation in the Amount of \$31,914.66.

Moved by Ald. Mayer, seconded by Ald. Kaven.

Roll call:

AYES: 9 (Bruno, Burghart, Kaven, Kilburg, Kosirog, Maladra, Marks, Mayer, Swanson)

ABSENT: 1 (Hruby)

NAYS: 0

MOTION CARRIED

Consider Draft Resolution Authorizing the Acceptance of a Proposal from Ethos in an Amount Not to Exceed \$20,000 for Stakeholder Facilitation to Create a Community Diversity, Equity and Inclusion Plan.

Moved by Ald. Mayer, seconded by Ald. Kosirog.

Ashley Nuzzo-Ericksen, DEI Chair, delivered the presentation along with Lisa Cervenka, the Project Manager who also led and interviewed candidates for the RFP issued by the DEI.

Ms. Nuzzo-Ericksen noted that the DEI Task Force had been meeting for the last year and a half and met with key community stakeholders at each meeting. As a result, the group identified several themes regarding DEI and issued recommendations. They sought to create a very specific data-driven resource strategic plan for the task force and created an RFP for a DEI facilitator. They received six responses which were narrowed to three. Ethos was way over the set budget but was willing to meet the task force's budget. As a result, Ethos' services, while valued at \$100,000, will be provided for \$20,000 to align with the task force's budget. Ms. Cervenka also explained that Ethos has a deep level of understanding of DEI and good project management skills. The task force wanted a local firm to be able to work in-person and Ethos was able to do so. An employee of Ethos grew up in Geneva and Ethos agreed to do the work for the City as a result. She also noted that Ethos has several Fortune 500 companies and cities as clients including Aldi and the City of Chicago.

The work will run from the beginning of March through October. During that time, Ethos will provide a community outreach work plan; data and analysis of outputs from community outreach; a full equity assessment customizes to align with the

Task Force's intended areas of focus and goals; a strategic plan with a synthesis of all the research plus a set of strategic recommendations and will ultimately present a strategic plan to the DEI Task Force, the City Council, and other predetermined groups. That strategic plan will consist of 5-10 pages so that it is concise and actionable.

On a question from Ald. Kilburg, Ms. Cervenka explained that the task force wants to establish a partnership with Ethos. If the task force works with Ethos in the future, Ethos' fees of \$350/hr. is simply what they would charge in the future. Ethos' work under the RFP would only total \$20,000. On another question from Ald. Kilburg, Ms. Cervenka explained that there are no other funding sources that Ethos is relying on. The strategic plan is still cutting edge and Ethos wants to be a part of this plan.

On another question from Ald. Kilburg, Ms. Nuzzo-Ericksen explained that the task force is eager to have a facilitator to ensure that the facilitator will capture what the task force may be missing. The DEI Task Force needs a professional to bring in the next level of quantifiable data which is also comprehensive and inclusive. On a final question from Ald. Kilburg, Ms. Cervenka noted that Ethos provided a return-on-investment model which showed the various people the group has worked with as well as case studies to prove that they can do what they've promised. Ald. Kilburg then suggested that Ethos interview charities that service the Tri-Cities to provide insight into the needs of those who utilize these services.

Several DEI Task Force committee members were present and introduced themselves. These included Jeanine McMillen, Greg Albert, and Vice Chair Silva Gramlich.

Roll call:

AYES: 9 (Bruno, Burghart, Kaven, Kilburg, Kosirog, Maladra, Marks, Mayer, Swanson)

ABSENT: 1 (Hruby)

NAYS: 0

MOTION CARRIED

**Public Comment / New Business**

Ald. Kosirog noted that he received word that the Geneva Girls' Basketball Team had just won their game against Schaumburg by over 40 points.

**Adjournment**

On a motion by Ald. Marks, the meeting was adjourned by unanimous voice vote at 7:56 PM.

*- Submitted by Clerk Kellick*