

# City of Geneva Diversity Equity and Inclusion Taskforce

## Meeting Minutes

Wednesday October 27, 2021

### **Call to order**

The regular meeting of the City of Geneva Diversity Equity and Inclusion Taskforce was called to order at 7:10pm on Wednesday October 27, 2021 at City Hall in Geneva, IL by Chair Nuzzo-Ericksen.

### **Roll Call**

Amaya, Kelly, McMillen, Gramlich, Nuzzo- Ericksen and Forst. Also present: Frankel and Johnson

### **Amendments to the Agenda**

None

### **Approval of Minutes**

Motion to approve September, 22<sup>nd</sup>, 2021 minutes by McMillen, 2<sup>nd</sup> by Gramlich. All in favor by voice vote.

### **Discussion on Library Request**

The Library is currently updating their marketing materials and photos to include post COVID photos they also reached out to the Task Force in an effort to have all of Geneva residents represented. Staff Liaison Johnson will send an email with the Library Marketing Manager's contact information for Task Force members to share with their community contacts.

### **Discussion on Task Force Mission**

The Task Force continued their discussion from last month on a mission statement. Member McMillen worked on a statement which read as follows *'The City of Geneva's DEI Task Force actively promotes diversity, equity and inclusion as a vitally important asset in our community's present and future success. We strive to engage the diverse perspectives of our community members and by exploring their lived experiences and recommendations for creating more equitable and inclusive spaces and experiences in Geneva. DEI principles are inextricably linked and essential to the well-being and success of individual community members and the businesses that serve our residents. We are committed to research, dialogue, and action that leads to opportunities for all to feel welcomed, included and empowered in our thriving community.'* The committee agreed to adopt the statement after seeking input from members not present.

### **Discussion on Task Force Outcomes**

Member Gramlich suggested the Task Force review the City's Strategic Plan to see where the community would like to focus its efforts. From a DEI lens she thought Housing was an important topic and emphasized the need to partner with other community based organizations. Chair Nuzzo-Ericksen suggested a focus on education. Member Amaya asked about Council and Commission Policies and Training around DEI and thought that should be an outcome. Staff Liaison Johnson also mentioned that the Task Force could make recommendation to City Council on City HR Policies or recommend a City DEI community motto or mission statement. Discussion on outcomes will continue at the next meeting. Member McMillen stated that a facilitator or consultant would be able to assist with outcomes. SPAC representative Frankel also stated that the goal of the Task Force should be to come up with outcomes over 2 years and make those recommendations to City Council, so outcomes can be an evolving topic.

### **Discussion of the formation of Subcommittees**

#### **a. Discuss attendance for a formal approval of subcommittees, mission and outcomes**

Staff Liaison Johnson noted that the Task Force only has a finite amount of time and so although it would be nice to wait for all members to be present at meetings to get input emails can be sent by the Chair individually to members to seek input.

### **Discussion of a first community introduction event**

Member McMillen shared that listening forums are a great way to engage the Community or even a joint event with the Library. Member Forst brought up the idea of asking those that applied to the DEI Task Force to a meeting and using their ideas to come up with outcomes. Chair Nuzzo-Ericksen mentioned that would be a great idea and we could start that process next year, with inviting community partners to speak at the meeting. Member Gramlich thought that would work well. Staff Liaison Johnson will begin drafting a list of Community partners. Member Amaya asked about public events and what that would look like.

### **Discussion of Budget Submittal**

After doing some research Member Forst suggested the Task Force request \$5000-\$8000 for a facilitator.

### **New Business/Public Comment**

SPAC representative Frankel mentioned that the Community Survey went well and there were some DEI slanted questions. Staff Liaison Johnson will get the results of those questions to the Task Force for review. Chair Nuzzo-Ericksen read a statement from a member of the public who dropped off her statement before the meeting. Christine Akpan had ideas to include seniors and have a living history of Geneva video. Jim Lyons was

present and spoke about the Task Force listening to various groups and members of the Community without assuming or coming up with a plan in a vacuum. He encouraged the Task Force to invite as many people into the process as possible.

**Adjournment**

Motion to adjourn by Amaya, 2<sup>nd</sup> Gramlich. Meeting adjourned at 8:31pm. Next meeting scheduled for Wednesday, December 8<sup>th</sup>, at 6:30pm because of the Holidays. Task Force will resume normal meeting on the 4<sup>th</sup> Wednesday of the month, however moving forward meetings with start an half an hour earlier at 6:30pm.

Minutes submitted by: Mera Johnson, Staff Liaison