

## **REDI Committee Bi-Monthly Meeting Agenda**

In light of the Governor's Covid-19 Disaster Proclamation, it will be impractical and imprudent to conduct committee meetings of the Ridgeville Park District other than electronically. The REDI Committee meeting will take place on June 2, 2022 at 6:30 pm. While this a public meeting, attendance at the committee meeting will be solely by means of Zoom. The Zoom meeting will be electronically recorded.

The Zoom link to join the meeting is:

<https://us02web.zoom.us/j/88476633402?pwd=bko4SUIyOTVza3pOaG1Zamhiak1DUT09>

To Call-In: 1-312-626-6799 Meeting ID: 884 7663 3402 Passcode: 406246

1. Call Meeting to Order
  - a. Meeting is called to order at 6:39 pm
  - b. Present: Jacy Herman (JH), Elaine Siegel (ES), Andrew Wymer (AW), Matt Rodgers (MR)
  - c. Not present: Natalie Sallee (NS)
  - d. Vacant position: Martha Gaines
  - e. Joined by: Aisha Robinson (AR), Julie Lewis (Notes)
2. Cit comments
  - a. none.
3. Interview Aisha Robinson for the Equity consultant position (Jacy)
  - a. JH What is your past experience with Ridgeville Park District?
    - i. AR has not had direct experience of Ridgeville, but has heard much from other people. Would love to immerse in the park district. Would first make a point to assess the current level of accessibility.
    - ii. JH Agrees with this point. We have multiple buildings, but some parks have no buildings. This limits what we are able to host.
  - b. JH What does an equitable park district look like to you?
    - i. AR found community through the local park district when first moving to Chicago; it was a rewarding experience. Most important equitable access concern is one knowing and understanding what is available. A welcoming environment is when people are able to have interaction with people, equipment/facilities, and programs across classes. People in parks have to be approachable and create cross cultural posters containing diverse offerings. Her experience with being a mother with a child who has a physical difference has broadened her lens and heightened awareness of equity, equality, and accessibility immensely.
    - ii. MR second floor in RPD building is not accessible to people who cannot take stairs.
    - iii. AR being open and honest about what present issues is an important step. Transparency about these concerns help build a sense of

- community and connection around finding solutions.
- iv. JH as a parent of twins, has found door size an accessibility concern.
- c. ES joins at 6:49pm.
- d. What is your impression of the equity work being done specifically in Evanston?
- i. AR Knows what has been shared, but would like to hear the REDI committee's perspective on the why Ridgeville started equity program.
  - ii. JH was looking for a dance class and found that Ridgeville offered a class. Was surprised to see a lack of diversity in classes. Then met with NS and worked together to create more equitable solutions. Had some outreach plants in schools, but did not have major results. Looking at past Ridgeville history unearthed concerns that became the catalyst in forming the committee. Dr. Efiom was hired and worked with the committee, but unfortunately passed. Her work provided the equity lens, but the committee does not feel comfortable using it yet. The committee is currently in a position where having the equity lens would greatly benefit the us in being able to move forward and make meaningful work.
  - iii. ES is an employment discrimination attorney, particularly in field of education. Has found Ridgeville to be very welcoming to her family. Was invited to participate on this committee and had heard concerns from community members, which is part of the reason for involvement. Would love to see REDI take actions to make the district more inclusive to members of the south east quadrant to provide a similar meaningful experience in the district that her children had.
  - iv. AW is newer to the committee with this being the second meeting attended. Is a professor and has been a part of doing anti-racist work. Is curious at how AR can help RPD analyze a more full set of data.
  - v. MR first REDI meeting, is a commissioner of the district and is stepping onto this committee to fill vacant seat. Is happy to hear AR talk about multiple types of inclusiveness. To hear a discussion about how to get everybody involved is part of what RPD and REDI needs to look at. Getting as many people 'in' as we can and make everyone feel welcome is a goal for our district.
  - vi. JH thank you MR for bringing this up. REDI is formed from intersectionality. Adding race into the equation is a cross section for more inclusivity. Dr. Efiom said addressing race opens the door to multiple doors of inclusivity. Inclusion is something that RPD is striving for and wants so that concerns from all groups are met. (to AR) What other challenges do you view in Evanston?
  - vii. AR people think of Evanston as Northwestern. My experience with Evanston is from being connected to people who live and work in the community. My sibling's viewpoint is from that of a black person. Being the only black male teacher in a school is not unique to Evanston. Knowing these issues is an important key in connecting with communities facing similar issues. Because hey experience has been shaped by those who live in the community, she wants to spend more time becoming familiar with the environment by showing up in more places to get a personal and different vantage point. Hearing REDI members' perspective and learning demographics is also important information to gather. These details will help show how this program is unique and can help connect RPD with solutions that already exist and aid in creating new solutions.
  - viii. MR Evanston is two different cities in one city. His neighborhood and the

8th ward is like an extension of Chicago. Closer to the north, the city becomes more of a suburban city. Peoples' experiences are different and viewpoints are different. We are a suburb-type city, but we are the part that is the city, which is where some of our issues happen.

- ix. JH can go months without knowing Northwestern exists. The city of Evanston was not providing the same services as north Evanston. Ridgeville was partly created to combat the lack of programming.
  - x. AW looking at a previous racial dot map, our park district is divided. There is segregation that still exists. How do we deal with infrastructure imbalance? How can we be equitable even though our infrastructure is imbalanced?
  - xi. AR we have to do the uncovering to see where the issues are. Find ways to outreach to generate participation. Communal spaces are how people create community. When people find pride in where they live they feel a part of the community. We need to look at all the pieces to figure out what the story is. Then we can move forward with how to address accessibility.
  - xii. JH Tracy Olasimbo is working with NS on outreach opportunities. She gathered information including race on people who are coming from different neighborhoods.
  - xiii. MR unfortunately, RPD data is slightly unreliable as the programming season was not full due to the pandemic. Numbers are good, but not fully inclusive.
  - xiv. ES sees that the issues that we have are in the facilities and accessibility. Distance from the district is a problem. Would like to see how RPD could get some facilities created.
  - xv. AR how is technology used? Covid has shown that technology can be a bridge to connect people to community.
  - xvi. JH NS did a good job asking program teachers what they were most comfortable with regarding in-person and zoom meetings. We did see good use of technology, but is dubious that there was a larger growth. We made an attempt, and NS would be the resource for technology involvement related questions.
- e. JH Wellness and taking care of ourselves is an important element for this committee, especially when working on challenging situations. Dr. Logan discussed motivation being an important piece. Motivation and wellness goes hand in hand. Discuss candidate responses to RFP- specifically the duties listed in Attachment A.
- i. AR these points sound like a beginning point. If we want to move forward, it is important to look at these crucial points. Creating structure is key to moving forward. Making sure everyone is clear on why we are making adjustments is important. We are whole humans and in order to move this work forward we have to be addressing all of the different parts like dance therapy. Finding space for the loss of what was to is the foundation on where to move next.
  - ii. JH we didn't have much space to process the loss of Dr. Efiom. Perhaps that is an important space to fill.
- f. MR would like to avoid starting over. Hopes that there is an assessment taken to address the work that Dr. E had already done and find the appropriate place to move forward. Looking at the project deliverables that you've provided is a good start. It would be important to work with the board directly to assist in policy making.

- g. ES it is a wise recommendation to take time to formally recognize and mourn her loss. Also to find lessons we've learned from her to move forward much like what MR was saying.
  - h. JH Dr. Efiom created such a strong foundation. It is important to give her work the power and space. (to AR) Do you have questions or concerns?
  - i. AR No questions at this current time.
- 4. Approval of Minutes
  - A. AW motions to accept minutes from May 19, 2022. ES seconds; MR abstains, remaining approve.
- 5. Old Business
  - A. JH there are no other applicants for the RFP
- 6. New Business
  - A. None
- 7. Executive session: Discuss Equity Consultant Proposals
  - a. ES motions to go into executive session. MR abstains from executive session.
- 8. For Action: Vote on Equity Consultant Recommendation to the Board.**
- 9. Call of the Committee
- 10. Adjournment
  - a. \_\_\_ makes a motion to adjourn the meeting
  - b. Meeting adjourned at \_\_\_ pm.