

## **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 September 15, 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=bko4SUlyOTVza3pOaG1Zamhiak1DUT09>

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

- I. Call Meeting to Order
  - A. Meeting is called to order at 6:32 pm
  - B. Present: Jacy Herman (JH), Elaine Siegel (ES) Joined late, Natalie Sallee (NS), and Matt Rodgers (MR), Andrew Wymer (AW)
  - C. Not present:
    1. Vacant position: Martha Gaines
  - D. Joined by: Aisha Robinson (AR), Julie Lewis (Notes)
- II. Approval of Minutes
  - A. MR motions to approve June 2, 2022 Minutes; AW seconds. NS abstains. Remaining approve.
  - B. NS motions to approve minutes from August 18, 2022; MR seconds.
    1. Edit to NS Call of the Committee date and MR name
  - C. ES joins at 6:35
- III. Old Business
  - A. None
- IV. New Business
  - A. **FOR ACTION:** Removal of basketball hoops (Natalie)
    1. NS Previous decisions had been made prior to NS's employment. The court was heavily used and is wedged in a small neighborhood park. Several citizens had come forward to complain about noises and safety from cracks in cement. Removable nets were suggested by a commissioner to be kept up 9am-9pm. The nets are removed early if there are events in the park. Current complaint came during an event at the park. A youth leader had taken them down for an event, which comes after an incident happened where a basketball player was swearing at children.
    2. ES the committee should be aware that this problem has deep roots. 15 years ago there were some ugly remarks about people playing on courts, which has left scars. We need to be sensitive to that in order to solve this.
    3. JH thank you to AR and the person who posted the concern on Facebook and provided articles. Has there been a public apology for the past incidents? NS no. JH An apology could be helpful moving forward.

Another suggestion is putting out information regarding what happened and why nets come down. Creating a system that will be more predictable and consistent can help with decision making moving forward. Another note, the youth in park staff have not gone through equity training; perhaps it should extend beyond staff.

4. ES there are all kinds of events that make much more noise than basketball. Is not sure why the park district should be treating basketball as a different commodity. People who live near park should expect noise.
5. AR it is important to set up expectations. Because the hoops came down in a timing that wasn't stated beforehand, an apology could bridge connection and communication that demonstrates accountability to the community. It would create a different norm and form of communication for the expectations
6. NS setting expectations like multi-use courts could be helpful.
7. ES showing appreciation to those using the courts and creating a message along those lines could be helpful.
8. AW to amplify ES comments, we can change culture in the park district and community. If there is a policy determined for the park, there should be a sign. Additionally, only people with equity training should be making decisions regarding closing courts.
9. NS is it right to ask youth in park staff to do equity training?
10. AR everyone should have the same training to be on the same page and have common language.
11. JH Youth leaders in parks are essentially the frontlines of the park district and should have the same values and training for these situations. Part of the purpose of equity training is to break bad habits. To move forward we all need to have the same toolbox.
12. JH suggestions:
  - a) Changing community perception ES comment is important.
  - b) We need to have a plan regarding 24 hour parks if Evanston Park District moves forward with it.
  - c) AR's suggestion of having open communication and accountability for what happened.
  - d) ES's piece of showing appreciation to those who use the park and appreciate it
  - e) Having signage at the parks is ideal as it is the easiest way to access the community. Possibly have a QR code for more up to date information.
  - f) Perhaps every spring review and reiterate the expectations of the park. ES comments this could be nicely paired with a welcome message encouraging people to use the parks.
  - g) Find a consistent response for noise complaints.
13. AW according to post, we don't celebrate programming. Is there a way we could promote basketball or is there something that exists? NS we had a basketball tournament in the summer that hasn't happened for a few summers. We have every intent to continue this program.
14. ES there have been basketball viewers who have picnicked that cause a separate complaint about trash being left behind.

15. NS anything on behalf of the park district will need to go through the Board, but we could send the Facebook poster a message.
16. AW we could provide a draft of an apology letter and propose a policy for future noise complaints.
17. ES we could have a banner made.
18. JH two things need to happen: create an apology statement and draft a policy for the Board on hoop removal and communication
19. NS will find what exists already in ordinance and policies, find a way to have signage and welcome park members
20. JH and AW will draft a community apology proposition and NS will find an existing policy regarding basketball hoops.

B. Land Acknowledgement (Natalie)

1. NS is happy to table. Has been to a few meetings IAPD and IPRA where there is a land acknowledgement present. Recommends that REDI discuss to see if we should bring it to the Board. Send me examples that could fit this purpose. We're a park district made of land, we should acknowledge where it came from.
2. AW important to do this. Has found that land acknowledgments have been empty, so REDI should create one and then have follow ups on those efforts.
3. JH we will send examples to NS

C. Commissioner Braun's response to the September Board Report (Jacy)

1. JH Moving forward we need to be clear in our communication. JH needs to be clear to the Board that she speaks on behalf of the committee. AR proposed a different report format that changes the way the information is presented. This could help the Board see why we are making recommendations. Focus area, statement impact, and recommendation for resolutions. This will make our purpose and goal accessible and transparent.
2. AR adding "about this report" is helpful to understand the connection between committee and Board. JH Having pieces of charter easily accessible in a preview could aid members and help catch people up to date on the issues.
3. JH spologizes to the committee for not representing as well as she would have liked.
4. AW I hear language of improvements internally, and hears JH's apology. In equity work, there is resistance. Terms are clearly defined and navigating conflict should be anticipated. We need to keep doing what we're doing because the work is important.
5. JH The Board did pass that members need to receive equity training, but we need to follow up and follow through. And find a time frame.
6. NS is keeping up with the YW website for new courses. Will stay on

top of this to be sure members can sign up.

7. AR recommends leaning into a training piece. Impact of word choices, regardless of intention, impact happens quickly and should be addressed quickly.
8. AW hopes the board can see REDI as partners and not viewed with suspicion.
9. NS new members were approved for training. Perhaps it would be wise to have a group training session. We all, RPD and REDI, are working toward a common goal and it is
10. MR initially reading the report was off putting. Some words are not commonly used and untrained racial equity people feel attacked. Some language feels accusatory to untrained people. Some words are triggering
11. JH the new format hopefully will mitigate future conflict. Also appreciates feedback.
12. NS could AR come to a board meeting to help determine the relationship between REDI and RPD board. AR accords and thinks it would be helpful to have her aid in working through conflict.

D. Tabling the rest of new business. AW motions to approve. NS seconds; all approve.

1. Why do you choose to do equity work? What is your motivation to continue to work towards equity? Max 5 min per person (Jacy)
2. Process for reviewing documents (Aisha/Jacy)
  - a) JL will send
3. Review ordinance (Jacy)
4. Practice rewriting a part of the ordinance (Jacy)
5. Assess need for further training (Jacy)
6. Divide up remainder of ordinances to be rewritten for October meeting (Jacy)

V. Call of the Committee

- A. NS thanks JH for being a leader in the committee and for going to board meetings.
- B. AW echos NS's appreciation of JH. We will keep doing what we're doing together.
- C. JH wants to thank AR for guidance. The help from AR has impacted my work and will be reflected in the committee and Ridgeville Park District.
- D. AR echos NS and AW.

VI. VI. Adjournment

- A. NS motions to adjourn; ES seconds. Meeting adjourned at 7:55pm.