

Memo

To: Cottage Grove Village Board

From: Sarah Valencia, Village Trustee

Date: July 29, 2020

BACKGROUND

The Village Board has taken a number of actions in the last few months in regards to the new priority of Diversity, Equity, and Inclusion. One of the immediate actions of the Board was to pass the Joint Resolution 2020-07 with Cottage Grove Village Board and Cottage Grove Police Department to condemn and confront racism. This resolution includes a commitment to “opening a dialogue that acknowledges, confronts, and addresses intentional racism, systemic racism, racial biases and implicit biases within our community.” Additionally, discussions at the board level included the idea of creating a Diversity, Equity, and Inclusion (DEI) Ad Hoc committee of the Board.

OVERVIEW

Below are draft objectives and a draft mission statement for the Board’s review. They will be used to provide direction to the new committee.

DRAFT OBJECTIVES

1. Review and provide feedback on Village practices, policies, procedures, objectives and goals as related to diversity, equity, and inclusion.
2. Identify ways to encourage all elected officials, citizen appointees, staff, and community members to learn about diversity, equity and inclusion.
3. Promote the engagement of all voices of the community.
4. Identify initiatives for how the Village can work towards demonstrating and reflecting these values within our community.

DRAFT MISSION STATEMENT

The mission of the Village of Cottage Grove Ad Hoc Diversity, Equity and Inclusion Committee is to provide insight, feedback, and actionable next steps that promote access and opportunity for all people in order to achieve a prosperous community.

PROPOSED COMMITTEE COMPOSITION

- Village Board Member
- Plan Commission Member
- School District representative
- Chamber of Commerce representative
- MG Parent Equity Council representative
- Village Police officer
- Community members with diverse representation of Village population
- **Staff Members (added and approved during the 8/3/20 Village Board of Trustees Meeting)**

There could be multiple members from any category.

RECOMMENDATIONS

1. Motion to officially create the Ad Hoc Diversity, Equity, and Inclusion Committee and provide authorization to invite members and provide a proposed membership list for Village approval using the committee composition proposed above or as modified by the Board.
2. Discuss proposed objectives and mission statement. Motion to approve objectives and mission statement with any changes that result from Board discussion.