

AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Wednesday, April 28, 2021
5:30 p.m.

Via Zoom

AGENDA

- 1) **Call to Order:** 5:35 p.m. Meeting called to order.
- 2) **Quorum and Roll Call:** Members present: Sarah Valencia, Melissa Ratcliff, Michael Hughes, Rosemarie Hughes, Andrew Litt, Lieutenant Matt Wagner, Lisa Kalata, Justin Neal and Danyelle Wright. Also present was Matt Giese, Village Administrator. Wright left at 6:42p.m.
- 3) **Public Appearances:** Public's opportunity to speak about any subject that is not a specific agenda item. *None.*
- 4) **Discuss and Consider Minutes from the March 31, 2021, Meeting.** Motion by Ratcliff, Second by Kalata to approve the minutes. Motion passed 9-0-0.
- 5) **DEI Core Concepts**
 - a. Presentation-Diversity, Equity and Inclusion Core Concepts. Presentation by Chair Valencia regarding diversity, equity and inclusion, biases, privilege, and systemic discrimination.
- 6) **Discuss And Consider Draft DEI Workplan:** Discussed DEI Workplan – Develop DEI lens; possible mission and vision statement, review religious holidays, hiring practices and policies, training policy and police policies and practices, working with the school and/or DEI company regarding consulting and/or training. No action taken.
- 7) **Future Agenda items:** Review policies re: holidays and demographics of Village of Cottage Grove. Resolution condemning hate against Asian Americans. Resources on website.
- 8) **Adjournment.** Motion by Lt. Wagner to adjourn, second by Neal. Motion passed 8-0-0. Meeting adjourned at 6:55 p.m.