

REDI Committee Bi-Monthly Meeting Minutes

March 4, 2021

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 March 4 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/82158797922?pwd=dXlZWG9GbGNiNzJUcExYVkhTcVh1UT09>

To Call-In: 1-312-626-6799 Meeting ID: 821 5879 7922 Passcode: 135526

- I. Call Meeting to Order
 - A. Meeting is called to order at 6:33 PM
 - B. Present: Jacy Herman (JH), Natalie Sallee (NS), Martha Gaines (MG), Elaine Siegel (ES), Debby Braun (DB)
 - C. Absent (Iden Nowlin)
 - D. Joined by: Dr. Pat Efiom
 - E. Notes by Julie Lewis (JL)
- II. Citizen Comments
 - A. No comments are made
- III. Approval of Minutes
 - A. Minutes to approve: February 4, 2021; NS motions to approve and JH seconds; all approve
 - B. DB motions to approve February 18, 2021; JH seconds; ES abstains, remaining votes all approve
- IV. Old Business
 - A. Review of recommended equity policy and charter, including equity lense, provided by Dr Efiom.
 1. Goal is to become a culturally competent organization, one that can identify inequities, know how to address issues, and engage with people from all different backgrounds. Committee is designed to be a resource that reinforces and embeds these goals into RPD so that inequalities can be easily recognized and addressed. RPD Board is looking for ways to find and mitigate gaps by having full documentation and clarity. Steps for documentation are provided.

- a) ES commented on the beginning of the policy stating that the REDI call for commitment appears to only be for the RPD not necessarily whole community. NS and Dr Efiom agree and will update it.
 - b) JH would like to see actions that we are already doing or could be doing better to adhere to the charter. Dr Efiom addresses by saying once board accepts policy, a meeting will happen where agenda and goals for the year is determined.
 - c) MG question: Equity approach section uses inequalities twice and would like clarification on inequalities and inequities. Dr Efiom clarifies that inequities should be the word used throughout document. NS will change inequalities to inequities.
2. Equity Lens is a set of specifically organized questions that will guide decision making and evaluation of potential impacts of present and future policies, programs, and practices. This tool is also used for diagnosing the impact of the design and implementation of policies on underserved or marginalized individuals and eliminating barriers
- a) RPD will use data from lens to show inequities. The lens is designed so that REDI committee can be equipped to gather meaningful data.
 - b) Lens will assist in anticipating areas where RPD programs could do harm. Lens questions remain the same so that data can be collected and observed uniformly. The goal of this lens is to have RPD board comfortable with using equity lens on a regular basis when implementing new programs and plans.
 - c) MG how is the REDI committee chairperson going to bring up and implement the use of equity lens in board meetings?
 - (1) Chairperson should be the person to bring up lens implementation to give credibility to the process.
 - d) Once policy is edited, next step is to bring proposed policy, charter, and lens to the board for approval and implementation
 - e) PE--One thing to avoid when using the lens is making predictive assumptions. There will always be potential issues, but it is important to recognize that some issues may be overlooked when assumptions are made. Following the equity lens provides a way to avoid some of these assumptions. RPD job is to open door and provide a space for concerns to be made and addressed. RPD's

job also includes cultivating relationships with community leaders to ensure that all people are heard.

(1) NS will rewrite question based off of groups discussion

f) Equity Lens will help when establishing practices, policies, and procedures. Once RPD board accepts lens, Pat will have a best practices meeting to discuss how lens is used. Additionally goals and metrics will be established.

g) Lens will be edited and finalized for the next meeting.

3. REDI Secretary

a) Send stipend request to board for approval.

V. New Business

A. None

VI. Call of the committee

A. None

VII. Adjournment

A. NS motions to adjourn; DB seconds; all approve.