



VILLAGE OF GLENCOE

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Virtual Meeting Information

As the Village of Glencoe and its partner agencies continue to follow social distancing requirements and Governor Pritzker's *Restore Illinois* Plan, the **May 19, 2021 Community Relations Forum** meeting will be held virtually via telephone and video conference (individuals may participate either by telephone or by video conference). Individuals may call the following to participate in the meeting:

By Telephone:

Phone Number: (312) 626-6799
Webinar ID: 976 5546 1963

By Zoom Video Conference:

Zoom video conference link: [Click here](#)

Video conference participants using a computer will be prompted to install the Zoom client; participants using smart phones or tablets must download the Zoom app from their app store.

Public Comment Submittal Options

Option 1: Submit Comments by E-Mail Prior to Meeting

Public comments can be submitted in advance of the meeting by e-mail to glencoemeeting@villageofglencoe.org. Public comments received by 4 p.m. or one hour before the start of the meeting will be read during the Village Board meeting under Public Comment. Any comments received during the meeting may be read at the end of the meeting.

All e-mails received will be acknowledged. Public comment is limited to 400 words or less. E-mailed public comments should contain the following:

- The Subject Line of the e-mail should include the following text: "May 19 Community Relations Forum Meeting Public Comment"
- Name of person submitting comment (address can be provided, but is not required)
- Organization or agency person is submitting comments on behalf of, if applicable
- Topic or agenda item number of interest, or indicate if the public comment is on a matter not listed on the Village Board meeting agenda

Option 2: Submit Comments by Phone Prior to Meeting

Individuals without access to e-mail may submit their comments through a voice message by calling (847) 461-1100. Verbal public comments will be read aloud during the meeting and will be limited to three minutes.



AGENDA
VILLAGE OF GLENCOE
GLENCOE COMMUNITY RELATIONS FORUM
MEETING

Virtual Meeting
Wednesday, May 19, 2021 – 5 p.m.

- 1. CALL TO ORDER AND ROLL CALL**
- 2. APPROVAL OF APRIL 7, 2021 AND APRIL 21, 2021 MEETING MINUTES**
- 3. PUBLIC COMMENT (ON TOPICS NOT LISTED ON THE AGENDA)**
- 4. DISCUSSION REGARDING HUMAN RELATIONS ORDINANCE UPDATE**
- 5. UPDATES ON FORUM SUBCOMMITTEE ACTIVITIES**
- 6. OTHER BUSINESS**
- 7. ADJOURN**

The Village of Glencoe is subject to the requirements of the Americans with Disabilities Act of 1990. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting or the facilities, are requested to contact the Village of Glencoe at least 72 hours in advance of the meeting at (847) 835-4114, or the Illinois Relay Center at (800) 526-0844, to allow the Village of Glencoe to make reasonable accommodations for those persons.



DRAFT
MEETING MINUTES
VILLAGE OF GLENCOE
GLENCOE COMMUNITY RELATIONS FORUM

Virtual Meeting
April 7, 2021 - 5 p.m.

I. CALL TO ORDER

Prior to calling the meeting to order, Chair Clark explained the basis for conducting a virtual public meeting in compliance with the Illinois Open Meetings Act. Assistant Village Manager Sharon Tanner was physically present at the Village Hall.

The meeting began at 5:03 p.m.

Attendee Name	Title	Status
Community Relations Forum		
Dipti Clark	Chair	Present
Margot Flanagan	Member	Present
Rev. Dwayne Gary	Member	Present
Annice Moses	Member	Present
Amy Mysel	Member	Present, arrived at 5:07 p.m.
Gary Ruben	Member	Present
Hilary Scott	Member	Absent
Maureen Valvassori	Member	Present
Robert Young	Member	Present
Village Staff		
Sharon Tanner	Assistant Village Manager	Present

II. APPROVAL OF MARCH 17, 2021 MEETING MINUTES

Member Young made a motion, seconded by Member Ruben to approve the meeting minutes of March 17, 2021. The motion was approved with the following vote:

Aye - Clark, Flanagan, Gary, Moses, Ruben, Valvassori, Young (7)

Nay - None (0)

Absent - Mysel, Scott (2)

III. PUBLIC COMMENT (ON TOPICS NOT LISTED ON THE AGENDA)

Chair Clark invited members of the public to comment on matters not on the agenda and asked Assistant Village Manager Tanner to read any comments that were submitted by e-mail in advance of the meeting. There were no public comments.

IV. DISCUSSION REGARDING REVISIONS TO THE VILLAGE’S HUMAN RELATIONS ORDINANCE

Assistant Village Manager Tanner provided an introduction of the process to review and provide feedback regarding the Human Relations Ordinance. Forum members provided feedback regarding further revisions to the ordinance and discussed whether the ordinance may be written more broadly or listing specific dimensions of diversity and identity. The Forum members expressed support for drafting the ordinance in a manner that is inclusive of all individuals. The Forum also offered preliminary feedback on a request from the American Jewish Committee to codify the International Holocaust Remembrance Alliance’s working definition of anti-Semitism. The Forum expressed a preference for broad language in the ordinance, rather than specific definitions, and that the draft language of the ordinance articulates a rejection of hate and discrimination, including religious discrimination.

V. DISCUSSION REGARDING SUBCOMMITTEE INITIATIVES

Chair Clark asked for subcommittee updates on their initiatives. Member Moses shared that the subcommittee working on “Getting to Know the Heart of Glencoe” conducted their first interview. Member Moses suggested that the Forum develop a Forum logo that can be used in printed and online materials.

Chair Clark shared that there are four organizations as confirmed panelists for the upcoming April 21 town hall panel discussion, including District 35, Family Service of Glencoe, the Glencoe Historical Society and Writers Theatre. The theme is, “How Do We See Glencoe Through the Lens of DEI?” Chair Clark discussed the format of the panel discussion and asked Forum members to develop questions to be addressed during the presentation.

VI. OTHER BUSINESS

Rev. Gary shared that St. Paul AME Church and North Shore United Methodist Church have invited Dr. Larry Murphy to present at an upcoming webinar, in which he will share his insights from making the PBS program, “The Black Church: This is Our Story, This is Our Song,” its outcomes, the rise of Black faith traditions and what it takes for a community to become beloved. The webinar will be held on Wednesday, April 14.

Chair Clark asked to discuss the concept of a summer event at the first meeting in May.

VII. ADJOURN

Member Ruben made a motion to adjourn at 6:17 p.m., seconded by Rev. Gary. Said motion was approved by the following roll call vote:

Aye – Clark, Flanagan, Gary, Moses, Mysel, Ruben, Valvassori, Young (8)
Nay – None (0)
Absent –Scott (1)



DRAFT
MEETING MINUTES
VILLAGE OF GLENCOE
GLENCOE COMMUNITY RELATIONS FORUM

Virtual Meeting
April 21, 2021 – 5 p.m.

I. CALL TO ORDER

Prior to calling the meeting to order, Chair Clark explained the basis for conducting a virtual public meeting in compliance with the Illinois Open Meetings Act. Assistant Village Manager Sharon Tanner was physically present at the Village Hall.

The meeting began at 5:03 p.m.

Attendee Name	Title	Status
Community Relations Forum		
Dipti Clark	Chair	Present
Margot Flanagan	Member	Present
Rev. Dwayne Gary	Member	Present
Annice Moses	Member	Present
Amy Mysel	Member	Present
Gary Ruben	Member	Present
Hilary Scott	Member	Present
Maureen Valvassori	Member	Present
Robert Young	Member	Present
Village Staff		
Cary Lewandowski	Director of Public Safety	Present
Sharon Tanner	Assistant Village Manager	Present

Chair Clark invited members of the public to comment on matters not on the agenda and asked Assistant Village Manager Tanner to read any comments that were submitted by e-mail in advance of the meeting. There were no public comments.

II. TOWN HALL PANEL DISCUSSION

Chair Clark introduced guest panelists Dr. Catherine Wang, Superintendent of District 35; Bill Hansen, Executive Director of Family Service of Glencoe; Karen Ettelson, Co-President of the Glencoe Historical Society; and a team from Writers Theatre.

The Forum asked attendees a polling question, “What might be the best way to get a read on Glencoe residents’ views on DEI? (select any or all)” 73% of respondents selected, “Survey all households;” 27% of respondents selected, “Hold virtual ‘open mic’ events to get a range

of resident views;" and 35% of respondents selected, "Invite residents to write in messages/share their point of view."

Dr. Wang presented information regarding District 35's approaches to diversity, equity and inclusion, discussing student and staff diversity; the District's review of its policies and practices, instructional resources, professional development, and school, home and community. She shared the District's commitment to having courageous conversations. She shared the District's key areas of focus identified in its strategic plan, including deepening inclusion.

Mr. Hansen shared information regarding Family Service of Glencoe's (FSG) history and work as a mental health service provider and social work agency. He shared how FSG promotes and prioritizes diversity, equity and inclusion. He shared information regarding FSG's partnership with community organizations and FSG's planned initiatives to continue emphasize diversity, equity and inclusion in its work.

Ms. Ettelson shared how the Glencoe Historical Society (GHS) has approached diversity, equity and inclusion. She shared information regarding GHS's core values, including its value to foster and embrace diversity of cultures, gender, age, background, race, religion and ability. Ms. Ettelson shared information regarding past GHS programs and exhibits that included aspects of diversity, equity and inclusion, as well as prominent individuals in Glencoe history.

Mr. Halberstam introduced the Writers Theatre team, including Bobby Kennedy, Director of New Work; Arik Beatty, Database Administrator and Technology Manager and Co-Chair of the Anti-Racism Working Group at Writers Theatre; and Sam Aguilar, Audience Services Manager and Co-Chair of the Anti-Racism Working Group at Writers Theatre. Mr. Halberstam shared that Writers Theatre has examined its practices related to diversity, equity and inclusion. Mr. Kennedy shared information about initiatives undertaken by Writers Theatre, including enhancement of workplace policies, affirming the culture and values of the organization (including its value of being an anti-racist institution), code of conduct and anti-harassment training. Mr. Beatty shared information about Writers Theatre's People of Color Cohort. Ms. Aguilar shared information regarding Writers Theatre's staff anti-racist working group.

The Forum asked questions of the panelists and invited attendees to ask questions. Cathy Koehler asked Mr. Hansen if FSG has evaluated its board recruitment. Mr. Hansen shared that as FSG reviews its practices, it can review its recruitment practices to be more diverse in its recruitment.

The Forum asked a second poll question, 100% of respondents indicated they would support the Village promoting a broad way to show that DEI is embraced community-wide.

III. OTHER BUSINESS

There was no other business.

VII. ADJOURN

Member Scott made a motion to adjourn at 6:56 p.m., seconded by Member Ruben. Said motion was approved by the following roll call vote:

Aye - Clark, Flanagan, Gary, Moses, Mysel, Ruben, Scott, Valvassori, Young (9)
Nay - None (0)

ARTICLE II. HUMAN RELATIONS ORDINANCE

DRAFT REVISION

Division 1. General Provisions

§ 10A-11 GENERAL PROVISIONS.

This article shall be known and may be cited as the "Village of Glencoe Human Relations Ordinance."

(Ord. No. 97-8-2031)

§ 10A-12 NO LIMITATION ON RIGHTS.

Nothing in this ordinance shall be construed to limit or otherwise affect rights granted under the laws of the County of Cook, the State of Illinois or the United States. Nothing in this ordinance shall create any private right of action, nor shall this ordinance be deemed to create any obligation on the village, except as expressly stated in this ordinance.

(Ord. No. 97-8-2031)

§ 10A-13 WELCOMING AND INCLUSIVE COMMUNITY.

The village continually strives to be a welcoming and inclusive community for all individuals. The village rejects any and all forms of discrimination and acts of hate, whether based upon race, color, immigration or refugee status, national origin, ancestry, religion or creed, gender, gender identity, sexual orientation, age, cognitive or physical ability, veteran status, marital status, parental status, socioeconomic status, source of income, housing status, or any other identities, or otherwise. The village rejects discourse that disrespects or degrades an individual's identity, needs, status or beliefs. The village shall provide services to all individuals with the highest level of professionalism, respect and ethics to provide for the safety and wellbeing of all individuals.

The village's policies, procedures and operational practices shall be routinely reviewed by the village manager or designee to further promote inclusion of all individuals and compliance with laws of the County of Cook, the State of Illinois or the United States.

Division 2 Chapter 2, Article V, Division 9: Glencoe Community Relations Forum

§ ~~10A-132-146.1~~ CREATION.

There is created a forum that shall be known as the Glencoe community relations forum (the “forum”).
(Ord. No. 97-8-2031; Ord. No. 2014-16-3368)

§ ~~10A-142-146.2~~ PURPOSES OF FORUM.

The forum is being created in recognition of the village's commitment to fostering and maintaining a strong sense of community among all Glencoe residents and to acknowledge the value of diversity within the Glencoe community. In furtherance of this purpose, the forum shall promote and further the village's strong public policy against discrimination, bigotry and bias in any form and shall encourage mutual respect, cooperation, tolerance and understanding among those who live, work, visit or do business in the village, regardless of race, color, immigration or refugee status, national origin, ancestry, religion or creed, gender, gender identity, sexual orientationsex, age, religion, mental or physical ability, disability, national origin, ancestry, sexual orientation, veteran status, marital status, parental status, military discharge status, socioeconomic status, source of income, or housing status, or any other social identities. To that end, the forum shall:

- (a) Educate and assist residents, businesses, persons working in the village and visitors with respect to their rights and responsibilities under human rights laws;
- (b) Promote the amicable resolution and settlement of human relations disputes between and among residents of the village, businesses, persons working in the village and visitors; and
- (c) Support equal opportunities for Glencoe residents to grow, participate and share in our economic, educational, recreational, political, cultural and social activities.

(Ord. No. 97-8-2031)

§ ~~10A-152-146.3~~ ORGANIZATION AND MEMBERSHIP.

The maximum number of members of the forum shall be set by the village board by resolution duly adopted. The village president and board of trustees, in appointing members to the forum, shall take into account benefits to the village and its residents of having members who reflect the diversity of the village community and whose training, interest, background or experience will aid the forum in its work.

- (a) The village president, with the consent of the board of trustees, shall appoint all members and the chair of the forum. The chair shall set the meeting agenda and shall preside over each meeting of the forum. All vacancies shall be filled by appointment by the village president, with the consent of the board of trustees, for the unexpired term. Any member may be removed by the village president without hearing for failure to attend three consecutive quarterly meetings, or otherwise for cause after a public hearing.
- (b) Each member of the forum shall be a resident of the village and shall serve without compensation. Any appointed member who ceases to be a resident will be deemed to have resigned from the forum.
- (c) The term of office of each member shall be for four years, not to exceed two consecutive terms. In the event that the village board reduces the membership of the forum by resolution duly adopted, the reduction will not serve to terminate any current member's term. All members whose terms continue

beyond the date which the reduction becomes effective shall continue in office until the end of their term. Any reduction in membership may only be effectuated through the natural expiration of terms or resignations of members.

(d) The village manager shall staff the forum with a secretary, who shall be a village employee. The secretary shall take minutes of each meeting and distribute copies of the official minutes to the village president, board of trustees, village manager, ~~village~~/clerk and the forum members, and shall assist the forum in preparing its annual report and other reports as necessary.

(e) Expenses for the operation and conduct of the affairs of the forum shall be paid from funds provided for that purpose in the annual appropriation ordinance and annual budget of the village, or as otherwise specifically approved by the board of trustees.

(Ord. No. 97-8-2031; Ord. No. 2012-19-3320; Ord. No. 2020-19-3485)

§ 10A-15.12-146.4 RULES AND PROCEDURE.

(a) The forum shall meet at least quarterly on a day and time designated by it, and may meet at other times upon the request of the village president or the chairperson, or any two members of the forum. The facilities of the village hall shall be available to the forum for its meetings.

(b) The forum may adopt rules of order and procedure as it may deem necessary and advisable. These rules and procedures may be changed or altered as shall be consistent with village ordinances and other applicable laws.

(c) A majority of the currently appointed members of the forum shall constitute a quorum for the purpose of transacting business, notwithstanding the number of open seats on the forum. Any action or recommendation shall require the affirmative vote of a majority of those members in attendance.

(d) Each member of the forum shall have one vote and the chair shall have the right to vote on all matters coming before the forum.

(e) All meetings of the forum shall be open to the public. The forum shall keep written records of its proceedings, which shall be open to public inspection as required under the Illinois Open Meetings Act.

(f) The forum, through its chair or other designated member, shall report at least annually in writing to the board of trustees and the village manager, and at such additional times as requested by the village president. The annual report shall cover the activities of the forum for the preceding calendar year.

(Ord. No. 97-8-2031; Ord. No. 2020-19-3485)

§ 10A-162-146.5 DUTIES AND FUNCTIONS.

The functions and duties of the forum shall be to engage in the following activities, when so directed by the village board or, if the forum otherwise believes such activities are appropriate:

(a) Act in an advisory capacity to the village president and board of trustees on human relations issues within the village and upon such specific matters as may be requested by the village president or board of trustees;

(b) Provide a public forum for community human relations issues;

(c) Enlist the aid of, and consult with, schools, religious institutions, service organizations, civic groups and other public agencies to promote goodwill and understanding among the people of the village and to further the purposes of this ordinance; and

(d) Provide educational programs on human relations issues or practices of unlawful discrimination; conduct public meetings to aid in alleviating discrimination and bias, and as a means of fostering positive human relations within the village; and issuing such publications as may assist it in the performance of its functions.

(Ord. No. 97-8-2031)