



VILLAGE OF GLENCOE

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Virtual Meeting Information

The March 2, 2022 Glencoe Council for Inclusion and Community meeting will be held virtually via telephone and video conference (individuals may participate either by telephone or by video conference) pursuant to Governor Pritzker's Executive Order 2021-32. In addition, at least one representative from the Village will be present at Village Hall in compliance with Section 7(e) of the Open Meetings Act.

Individuals may call the following to participate in the meeting:

By Telephone:

Phone Number: (312) 626-6799
Webinar ID: 894 4621 1587

By Zoom Video Conference:

[Zoom video conference link](#)

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 4:30 p.m. or one hour before the start of the meeting on the day of the meeting will be read during the 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: "March 2 Glencoe Council for Inclusion and Community 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 Commission 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 COUNCIL FOR INCLUSION AND COMMUNITY
MEETING

Virtual Meeting
Wednesday, March 2, 2022 – 5:30 p.m.

- 1. CALL TO ORDER AND ROLL CALL**
- 2. APPROVAL OF DECEMBER 8, 2021 AND FEBRUARY 2, 2022 MEETING MINUTES**
- 3. PUBLIC COMMENT (ON TOPICS NOT LISTED ON THE AGENDA)**
- 4. FEBRUARY 8 TOWN HALL FEEDBACK**
- 5. DISCUSSION REGARDING FUTURE COUNCIL PROJECTS AND INITIATIVES**
- 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.



MEETING MINUTES
VILLAGE OF GLENCOE
GLENCOE COUNCIL FOR INCLUSION AND COMMUNITY

Virtual Meeting
December 8, 2021 – 5:30 p.m.

I. CALL TO ORDER

The regular meeting of the Glencoe Council for Inclusion and Community of the Village of Glencoe conducted virtually in accordance with Governor Pritzker’s Executive Order 2021-27 was called to order by the Council Chair Dipti Clark at 5:30 p.m. on the 8th day of December, 2021.

Prior to roll call, Chair Clark stated that pursuant to recently adopted amendments to the Illinois Open Meetings Act (OMA) included in Public Act 101-0640, the Council for Inclusion and Community was being conducted as a virtual meeting via Zoom video conferencing software. She also stated that a quorum of members of the Council were present via remote access and that Assistant Village Manager Sharon Tanner was physically present at Village Hall as required by OMA.

Attendee Name	Title	Status
Community Relations Forum		
Hilary Scott	Co-Chair	Present
Rafael Guzman	Co-Chair	Present
John Bjork	Member	Present
Sakura Evans	Member	Present
Margot Flanagan	Member	Present
Rev. Katrese Kirk	Member	Present
Vivek Mali	Member	Present
Annice Moses	Member	Present
Amy Mysel	Member	Present
Emily Robins	Member	Present
Gary Ruben	Member	Present
Robert Young	Member	Present
Village Staff		
Sharon Tanner	Assistant Village Manager	Present
Emily Spangler	Administrative Intern	Present

II. APPROVAL OF NOVEMBER 3, 2021 MEETING MINUTES

Member Young made a motion seconded by Member Bjork. Said motion was approved by the following roll call vote, with a scrivener’s error corrected to reflect the correct meeting date in the body of the meeting minutes:

Aye – Clark, Bjork, Mali, Moses, Mysel, Scott, Young (7)

Nay – None (0)

Absent – Flanagin, Guzman, Ruben (3)

III. PUBLIC COMMENT

There was a comment from a member of the community, Myles Mendoza, regarding videos from past Council meetings. Assistant Village Manager Sharon Tanner noted that she would follow up with Mr. Mendoza.

IV. UPDATES ON SUBCOMMITTEE ACTIVITIES

PROGRESS REPORT TEMPLATE

Assistant Village Manager Tanner shared a subcommittee progress report and suggested that the Council begin the progress report as a means of sharing information with the Council as part of its monthly meeting materials. The Council expressed support for using the template beginning in January.

TOWN HALL PLANNING UPDATE

Member Moses shared an update on the next Town Hall presentation on ableism, with speakers focusing on education on several aspects of ability. She asked for feedback on two potential titles for the Town Hall. A working title is “Understanding (Dis)ability: Moving Toward a More Aware and Inclusive Community for All.” Member Young suggested that the Council share information about the Town Hall with interested organizations.

Chair Clark asked if the Council would like to discuss whether Town Hall panelists might be paid. Members of the Council expressed differing perspectives on whether to pay panelists and speakers. Assistant Village Manager Tanner suggested that if the Council wishes to pay panelists or speakers, that the Council have discussions regarding pay amounts and types (e.g. fee, mileage, etc.) to help inform future budget conversations. Chair Clark asked Council members to share their preference with Assistant Village Manager Tanner to discuss further at the next meeting.

SPEAKER SERIES

Member Bjork shared that he and Member Mysel had initial conversations regarding a future speaker series. They shared a preference for planning a speaker in lieu of a Town Hall presentation rather than in addition to a Town Hall in a given month, and a discussion regarding objectives for speakers that are different from a Town Hall presentation. Member Bjork asked the Council to think about goals and ideas for the speaker series for the next meeting.

V. MARKETING

Member Guzman suggested that the Council develop marketing materials, such as flyers with QR codes directing individuals to the Council’s page on the Village’s website, as well as resources defining diversity, equity and inclusion. The Council supported the idea of creating a flyer with a QR code directing back to the Village’s website.

Assistant Village Manager Tanner stated that artwork designs that were previously created for the Community Relations Forum, and would be shared as a starting point for the Council's discussion regarding creating a logo. She suggested that Council members think about design elements to help guide the marketing subcommittee's work on this initiative.

VI. OTHER BUSINESS

Assistant Village Manager Tanner discussed a social media dialogue that took place regarding menorah displays and the Village's practice of not displaying religious symbols on public property. She shared that the Village does not have a public forum and suggested that if the Council would like to have further dialogue on this topic, that the Council place it on a future meeting agenda and begin the discussion by receiving information about legal issues related to religious displays and public forums. Council members indicated an interest in a future discussion.

VI. ADJOURN

Member Young made a motion to adjourn at 7:10 p.m., seconded by Member Bjork. Said motion was approved by the following roll call vote:

Aye - Clark, Bjork, Guzman, Mali, Moses, Mysel, Young (7)

Nay - None (0)

Absent - Flanagan, Ruben, Young (3)



MEETING MINUTES
VILLAGE OF GLENCOE
GLENCOE COUNCIL FOR INCLUSION AND COMMUNITY

Virtual Meeting
February 2, 2021 - 5:30 p.m.

I. CALL TO ORDER

The regular meeting of the Glencoe Council for Inclusion and Community of the Village of Glencoe conducted virtually in accordance with Governor Pritzker's Executive Order 2022-01 was called to order by Co-Chair Hilary Scott at 5:30 p.m. on the 2nd day of February, 2022.

Prior to roll call, Co-Chair Scott stated that pursuant to recently adopted amendments to the Illinois Open Meetings Act (OMA) included in Public Act 101-0640, the Council for Inclusion and Community was being conducted as a virtual meeting via Zoom video conferencing software. She also stated that a quorum of members of the Council were present via remote access and that Assistant Village Manager Sharon Tanner was physically present at Village Hall as required by the OMA.

Attendee Name	Title	Status
Community Relations Forum		
Hilary Scott	Co-Chair	Present
Rafael Guzman	Co-Chair	Arrived at 5:35 p.m.
John Bjork	Member	Present
Sakura Evans	Member	Present
Margot Flanagan	Member	Present
Rev. Katrese Kirk	Member	Absent
Vivek Mali	Member	Present
Annice Moses	Member	Absent
Amy Mysel	Member	Present
Emily Robins	Member	Present
Gary Ruben	Member	Present
Robert Young	Member	Present
Village Staff		
Sharon Tanner	Assistant Village Manager	Present
Cary Lewandowski	Public Safety Director	Present
Emily Spangler	Administrative Intern	Present

II. APPROVAL OF DECEMBER 8, 2021 MEETING MINUTES

Assistant Village Manager Sharon Tanner shared that the December 8, 2021 minutes will be considered at next month's meeting.

III. PUBLIC COMMENT

There was no public comment.

IV. INTRODUCTIONS

The two new Co-Chairs, Hillary Scott and Rafael Guzman, both introduced themselves in their new roles, and welcomed new members Sakura Evans and Emily Robbins. All members of the council and staff introduced themselves.

V. UPDATES ON SUBCOMMITTEE ACTIVITIES

Co-Chair Guzman provided an overview of the Town Hall that is taking place on February 8, 2022. He stated that the Town Hall is virtual and covering the topic of disabilities and how the Village can be more inclusive. Member Young thanked the Village for their efforts for promoting the event, along with inquiring how many people have registered for the virtual Town Hall on Zoom. Assistant Village Manager Tanner shared that approximately 30 people have registered for the event. Then, Co-Chair Scott commented that she created a feedback survey for the Town Hall, allowing participants to provide feedback that can help improve the future Town Halls. Co-Chair Guzman and Member Ruben thanked Co-Chair Scott for her work. Member Mysel suggested that Co-Chair Scott share the Feedback form with the entire Council. Member Evans and Member Bjork also provided feedback on the survey questions.

VI. OTHER BUSINESS

Co-Chairs Scott and Guzman asked if anyone had questions or other business they wanted to address. Member Bjork commented that he is interested in discussing a future speaker series during the March meeting. Co-Chairs Guzman and Scott said that at the next meeting, they would like the group to discuss ideas for work that the Council may start, stop and continue as part of a review of the Council's work that has been done and may be planned in the future.

VI. ADJOURN

Member Guzman made a motion to adjourn at 6:30 p.m., seconded by Member Young. Said motion was approved by the following roll call vote:

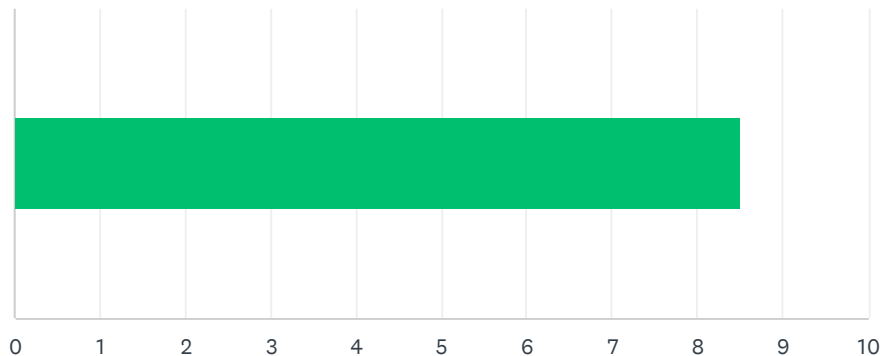
Aye - Bjork, Evans, Flanagan, Guzman, Mali, Mysel, Robins, Scott, Ruben, Young (10)

Nay - None (0)

Absent - Kirk, Moses (2)

Q1 Did you find the speakers engaging? Please rate on a scale of 1-10, with 1 being the least engaging and 10 being the most engaging.

Answered: 6 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	51	6
Total Respondents: 6			

#		DATE
1	8	2/14/2022 9:26 AM
2	10	2/12/2022 10:43 PM
3	8	2/12/2022 9:12 PM
4	10	2/12/2022 11:26 AM
5	6	2/11/2022 9:18 PM
6	9	2/11/2022 3:54 PM

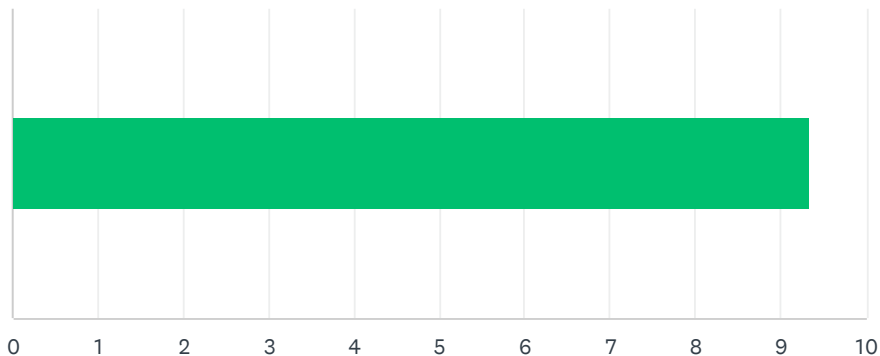
Q2 Please provide any comments or feedback regarding the speakers.

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	The speakers brought such unique perspectives and I was so grateful for their candor- getting personal with disabilities helps us see this topic in a new light.	2/12/2022 9:12 PM
2	They were all prepared and had the ability to convey their presentations clearly, coherently and concisely. Their personal reflections were very helpful in illuminating their areas of expertise.	2/12/2022 11:26 AM
3	I found Damian Buch man the most engaging of the speakers; his presentation really focused on specifics with the philosophical underpinning of inclusion guiding all his ideas. I found Dani Chitwood's presentation to be aimed at a different audience, presenting very basic concepts about disability. Overall, I'm not sure who the intended audience was for this webinar, based on the wide range knowledge presumed by the different speakers.	2/11/2022 9:18 PM
4	Each was excellent in their own way. And starting with Dani was very informative and helpful. She really paved the way for the other speakers.	2/11/2022 3:54 PM

Q3 Did you find the topic relevant? Please rate on a scale of 1-10, with 1 being the least relevant and 10 being the most relevant.

Answered: 6 Skipped: 0



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	56	6
Total Respondents: 6			

#		DATE
1	10	2/14/2022 9:26 AM
2	9	2/12/2022 10:43 PM
3	8	2/12/2022 9:12 PM
4	10	2/12/2022 11:26 AM
5	10	2/11/2022 9:18 PM
6	9	2/11/2022 3:54 PM

Q4 Please provide any comments about the topic.

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	I'm pretty embarrassed that I haven't thought about disabled persons on a more broad spectrum. I like to be in the discourse with DEI and this is reminding me that I should think more broadly.	2/12/2022 9:12 PM
2	Disability in all it's forms is easily overlooked especially when it doesn't involve a visible component. The ADA is a band-aid that too many assume has covered the bases.	2/12/2022 11:26 AM
3	Making our community more inclusive for persons with disabilities is ALWAYS a relevant topic.	2/11/2022 9:18 PM
4	This was the perfect topic to be offered by the council. Both timely and relevant.	2/11/2022 3:54 PM

Q5 What brought you to this Glencoe Council for Inclusion and Community event?

Answered: 6 Skipped: 0

#	RESPONSES	DATE
1	I value and have high regard for the Council's mission, and want to support them as much as I can.	2/14/2022 9:26 AM
2	Always Interested in learning more about how to be inclusive and aware.	2/12/2022 10:43 PM
3	I know the wonderful people who sit on the Committee and I enjoy learning.	2/12/2022 9:12 PM
4	I have followed the Council meetings for some time. I attend St Elisabeth's EC and work with the LGBTQ committee and feel it is important to spread the word that the Council has programs dealing with many issues we need to be aware of.	2/12/2022 11:26 AM
5	I saw posters in downtown stores. I am the parent of a teen with a disability, and I consider myself to be a disability advocate. So, I signed up.	2/11/2022 9:18 PM
6	I am a former member and huge supporter of the work.	2/11/2022 3:54 PM

Q6 What, if anything, did you learn from attending this event?

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	Personally, that I have much to learn about those with different physical, mental, and emotional abilities than myself.	2/14/2022 9:26 AM
2	I learned to take a closer look at how the world is set up for people with and without disabilities. I learned to stop expecting 'visible' signs of a disability and to also be thinking about what I can do personally to be inclusive to those with disabilities who just want to live their lives.	2/12/2022 9:12 PM
3	How important this issue is and the continual need to maintain an awareness of it. I will remember a statement, perhaps I'm paraphrasing, "if you talk about me make sure I am at the table".	2/12/2022 11:26 AM
4	I didn't learn much, content-wise, that I didn't already know. The main thing that I learned is that the inclusion of persons with disabilities is part of this committee's work, and that this committee meets monthly.	2/11/2022 9:18 PM
5	Glencoe has a lot of work to do for our ability challenged residents.	2/11/2022 3:54 PM

Q7 Did you feel comfortable expressing your questions or views? Why or why not?

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	At times. It's a different social landscape now, and I never want to offend anyone due to my own ignorance.	2/14/2022 9:26 AM
2	Yes, I did. It was a welcoming forum.	2/12/2022 9:12 PM
3	Yes, there is a welcoming atmosphere and a professional attitude and respect for all opinions.	2/12/2022 11:26 AM
4	yes, although certainly an unperson format would have been more engaging. But, that could not be changed.	2/11/2022 9:18 PM
5	Yes, the speakers seemed very receptive.	2/11/2022 3:54 PM

Q8 Do you have any suggestions for improvement to Town Hall events?

Answered: 5 Skipped: 1

#	RESPONSES	DATE
1	Though I understand why it was done virtually, I do think these events work better if they're in-person. My hope is that recent news regarding the lifting of the mask mandate will lead to more opportunities to have these events in-person.	2/14/2022 9:26 AM
2	This event was beautifully set up. If I had to be picky I would say that it would help to give the audience a prepper on how much time is going to be allocated, when q&a will be, and when things will wrap up. Zoom burn out is a real thing so I am always aiming to be succinct and hyper aware of people's time.	2/12/2022 9:12 PM
3	Continue doing due diligence regarding presenters. This panel was really good. Move to an in-person format as soon as possible. Perhaps a compensated single speaker.	2/12/2022 11:26 AM
4	I look forward to in person events, and to figuring out how to engage more participants. The webinar format left me wondering just how many people were tuned in, because that would be useful to know just how much publicity is needed and how the committee can effectively engage more community members.	2/11/2022 9:18 PM
5	It was well done given the circumstances. I look forward to being in person again when the time is right.	2/11/2022 3:54 PM

Q9 In the future, through the lens of diversity, equity, and inclusion, what other topics would you like to see the Glencoe Council for Inclusion and Community address?

Answered: 4 Skipped: 2

#	RESPONSES	DATE
1	What is the possibility of the Council working with the Village and other agencies to lead community-wide celebrations of DEI? Black History Month, National Disabilities Awareness Month, Asian Heritage Month, Pride Month, are a few examples.	2/14/2022 9:26 AM
2	I'd love to see a panel with parents of LGBTQ+ youth.	2/12/2022 9:12 PM
3	Perhaps age related issues, how do we deal with the needs of all ages and what is available. It's probably not wise to do a forum more than quarterly so choosing a focus is important.	2/12/2022 11:26 AM
4	No current suggestions	2/11/2022 9:18 PM

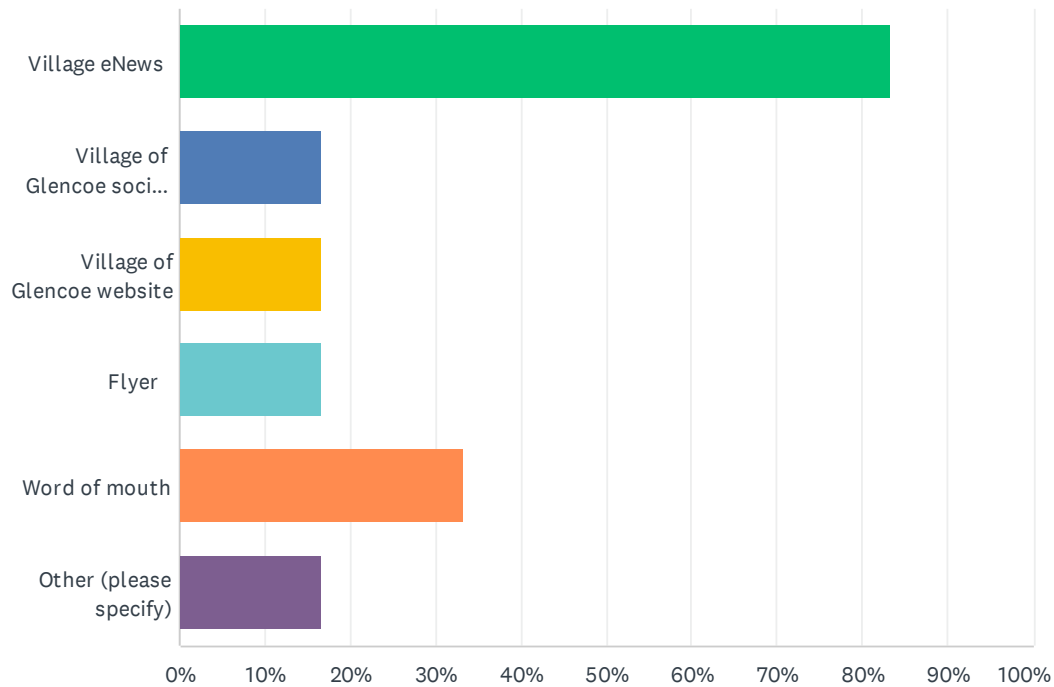
Q10 Is there anything else you would like to share with the Council for Inclusion and Community?

Answered: 3 Skipped: 3

#	RESPONSES	DATE
1	I applaud the Council's efforts. It's not an easy endeavor to facilitate discussions focused on DEI. It often requires many to turn inward and analyze their own actions, thoughts, and ideals.	2/14/2022 9:26 AM
2	Continue with what you are doing. This seems to be a proactive group, a bit heavy with lawyers but representative of the community and receptive to the mission.	2/12/2022 11:26 AM
3	No thanks.	2/11/2022 9:18 PM

Q11 How did you hear about this event? (Check all that apply)

Answered: 6 Skipped: 0



ANSWER CHOICES	RESPONSES
Village eNews	83.33% 5
Village of Glencoe social media	16.67% 1
Village of Glencoe website	16.67% 1
Flyer	16.67% 1
Word of mouth	33.33% 2
Other (please specify)	16.67% 1
Total Respondents: 6	

#	OTHER (PLEASE SPECIFY)	DATE
1	Following the meetings	2/12/2022 11:26 AM