

From: [Neukirch, Ghida](#)
To: [All Users](#)
Subject: Your Feedback is Important
Date: Wednesday, June 10, 2020 2:01:01 PM
Attachments: [image003.png](#)
[image004.png](#)
[image005.png](#)
[image006.png](#)
[image009.png](#)
[image010.png](#)

Dear Colleagues,

As our organization has been managing continued exceptional service to the public in the midst of the COVID-19 pandemic, our nation witnessed a tragic and horrific death of George Floyd who was held to the ground by a police officer with such force on his neck that it resulted in his death. Floyd's death has sparked national outrage and calls for action. Since the incident approximately two weeks ago, organizations around the nation, including the City of Highland Park, released statements of outrage over what transpired with renewed pledges of commitment to inclusion and diversity. The City's statements can be found on the front page of our web site. In my opinion, our organization did not just wake up and realize these topics were important. Our actions speak volume, and our commitment and the initiatives that follow from recruitment practices, to training, to community engagement all help to reinforce our values as an organization. On Monday evening at our City Council meeting, Chief Jogmen provided a comprehensive presentation about the make-up of the Police Department, the structure of our organization, highlights of policies, initiatives to engage with the public and other information that hopefully will be read as we reinforce our commitment to upholding our values and actions as outlined in the City of Highland Park Statement Against Hate. I encourage you to read or listen to the presentation which can be accessed at this link: https://www.cityhpil.com/news_detail_T21_R642.php. I commend our Police Department staff for their commitment to their oath of office, the Shared Principles of Law Enforcement, and their genuine care and concern for each other and to protect and serve everyone.

Although I was born in another country, I am white and certainly don't have illusions that I know what's like to live in our world as a person of color. What I do know is that I value the feedback and recommendations from the public and our team. Our organization has always been evaluating how we operate and making changes to improve. I welcome the opportunity to engage in conversations if there are questions about any of our practices, policies or training programs. These are not short term or temporary measures; I encourage everyone to explore innovations around inclusion and diversity and contact me or your department director with your feedback.

Finally and very importantly as well, the statements of hate against law enforcement professionals and the pain and suffering that individuals have shared about their personal experiences are distressing to hear. Employees are reminded to contact Human Resources, speak to their supervisor or reach out through the Employee Assistance Program if they would like to talk to someone. Police and Fire personnel also have the chaplains and the Peer Support program.

Thank you all for representing the City of Highland Park with utmost professionalism.

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