



Agenda
Village of Glen Ellyn
Community Relations Commission Special Meeting
Thursday, June 1, 2023
6:00 PM
Glen Ellyn Public Library

Meeting Procedures Statement

Visitors are most welcome to attend all public meetings and can find copies of the Agenda online at www.glenellyn.org prior to the meeting. Any individual with a disability requiring reasonable accommodation in order to participate in a meeting should contact the Village of Glen Ellyn ADA Coordinator, 630-469-5000, at least five (5) business days in advance of the next scheduled meeting.

- A. Call to Order**
- B. Roll Call**
- C. Review of Minutes**
 - 1) May 4, 2023 Community Relations Commission Minutes
- D. Commission Liaison Reports**
 - 1) Trustee Report
 - 2) Park District Report
 - 3) Library Report
 - 4) School District Report
 - 5) Staff Report
- E. Audience Participation**
- F. Commission Action Discussion**
 - 1) Programs / Events / Activities.
 - Juneteenth Proclamation with Village Board.
 - Cultural Dance/Salsa Event for Fall 2023.
 - Refugee Experience Simulation by Exodus World Services, for Fall 2023.
 - Native American / Indigenous Community Partnership for Fall 2023.
 - Refugee Experience Simulation by Exodus World Services, for Spring 2024 (will be held at Glen Ellyn Public Library).
 - 2) Community Relations Commission Impact Report.
 - 3) DEI Resource Guide
- G. Glen Ellyn: CommYOUity Fun for Everyone!**
- H. Adjourn**
- I. Next Meeting September 7, 2023**



Minutes
Village of Glen Ellyn
Community Relations
Regular Meeting
May 4, 2023
7:00P
Glen Ellyn Civic Center, Clayton Room

Board or Commission: Community Relations
Meeting: Regular
Quorum: Yes

Date: May 4, 2023
Called to Order: 7:00 p.m.
Adjourned: 9:00 p.m.

MEMBER ATTENDANCE:

Sania Irwin	Chairperson	Present
Mir Ali	Commissioner	Present - Remote participation
Bill Enright	Commissioner	Absent
Tauya Forst	Commissioner	Present
Michelle Roman-Garcia	Commissioner	Present
Nancy McKee	Commissioner	Present
Kim Thomas	Commissioner	Present
Sumaiya Syed	Student Commissioner	Absent

Also Present:

Grant Paplauskas	Communications Coordinator	Present
Kelli Christiansen	Trustee Liaison	Absent
Dawn Bussey	Library Executive Director	Present
Elisa Pollina	Recording Secretary	Absent

Public Present:

Christa	Exodus World Service	

A. CALL TO ORDER/ROLL CALL

The May 4, 2023 regular meeting of the Community Relations Commission was called to order by Chairperson Irwin at 7:00 PM at the Glen Ellyn Civic Center.

Commissioner McKee motions to allow Commission Ali to participate remotely in the CRC meeting; Commissioner Forst seconds the motion.

MOTION TO ALLOW REMOTE PARTICIPATION FOR COMMISSIONER ALI

MOTION BY: Commissioner McKee

SECONDED BY: Commissioner Forst

RESULT: Unanimous

Chairperson Irwin reports that there was a bomb threat last Thursday and yesterday at GBW High School. Last week's threat is still under investigation. The fact that this is happening is a concern. Chairperson Irwin reads the police statement to the CRC. She states we all must recognize that whatever the tone our society has created, it has generated this type of behavior. There is no place for behavior like this. Library Liaison Bussey adds there are already high levels of anxiety amongst our teens and these incidents only heighten them. Commissioner Forst adds there needs to be a community response to these incidents.

B. APPROVAL OF MINUTES FROM APRIL 6, 2023 MEETING

APPROVAL OF MINUTES FROM APRIL 6, 2023 COMMUNITY RELATIONS COMMISSION MEETING

MOTION BY: Commissioner Thomas

SECONDED BY: Commissioner McKee

RESULT: Unanimous

C. COMMISSION LIAISON INTRODUCTIONS/REPORTS

1. *Trustee Report* – Communications Coordinator Paplauskas presents Trustee Christiansen's report, he states the housing steering committee has met twice to discuss draft survey findings and results; these will be shared at a public meeting on May 31. There is no update on the hotel site. The final edits are being made to the Comprehensive Plan.

2. *Park District Liaison Report* – No report

3. *Library Liaison Report* – Director Bussey reports the library had our 25th Anniversary celebration event this past Friday. It was financially successful. Our DEI committee met and decided to change the name to the IDEA (Inclusion, Diversity, Equity and Accessibility) committee. Accessibility is a very important issue for us at the library. We have the Human Library event taking place on Saturday and we still have some openings.

4. *Staff Report* - Communications Coordinator Paplauskas reports the CBD Streetscape is going well. The village is preparing for the upcoming Warhol exhibit.

D. PUBLIC PARTICIPATION – None

E. COMMISSION ACTION DISCUSSION

1. DEI Resource Guide – Commissioner Roman-Garcia reports she used the Naperville Guide as a framework for the GE DEI Resource Guide. She states we will need to spend some time reviewing the document and its links. She adds we need to build some momentum around the resources. I am having a difficult time finding some quick tips for this guide. Commissioner Forst states there are self-starters on YouTube that can assist with this effort. She will see what she can find and will share it with the CRC. Commissioner Roman-Garcia adds it would be nice to include images to the document to make it more interesting. Commissioner Thomas offers to share some images she has that could work with this document. Commissioner Roman-Garcia states she will send the current DEI document to the CRC so they can provide their feedback.

2. CRC Calendar/Program Planning/Partnerships – The CRC discusses upcoming events.

2023-08 - Salsa/Dance Event with Glen Ellyn Park District. Commissioner Forst reports Jeanie from the park district responded regarding the Salsa event. She states the summer park district events are already planned. They already have events scheduled through August. She asked if we can schedule the event for perhaps mid to late September or October. Commissioner Roman-Garcia states September would be good because it is Latin Heritage month. Commissioner Forst states perhaps we could do this event at COD if available, I will check. She adds, I also reached out to 5 different dance companies and one company, Fred Astaire, responded and might be interested in participating. Toda Madre responded and stated they would need to check with their chef and would need to see if they have enough staff to participate in the event. They did ask if they would be the only food vendor. The CRC discusses using the pavilion at COD for this event. Commissioner Garcia adds we should look to do this event after the Warhol exhibit and around September 15. Commissioner Forst states she will check with COD and will report back to the CRC.

2023-09 - Refugee Experience Simulation with Exodus World Service. (Intent to hold event confirmed, details outstanding.) Christa from Exodus World Service states the mission of our organization is to mobilize and support refugees in the surrounding areas. We want to serve refugees by connecting volunteers. We want to help with their physical and social needs. We also do a lot of education. We would love to partner with the CRC. Christa shares the story simulation with the CRC which is a hands on education simulation. It seeks to bring us one step closer to empathize with what

refugees go through. In the simulation we want to bring people into the experience. We are asking people to thoughtfully consider what it would feel like to be a refugee. On the practical side there are 5 modules in the simulation. Each module can hold 50 people. We encourage middle school and high school and up to go through the simulation. The basic flow of simulation is to place participants in a family group and they will be given a role and will have to make decisions for the role. Once the simulation is complete we get together and discuss the experience. We bring all the materials and equipment for the experience. We do not receive federal funding, we rely on donations. Forst states we could register people to take part in the event and in doing that we would need to have a disclaimer so it is not triggering to some people. We would need to decide on a space. Chairperson Irwin states perhaps we can partner with COD on their event and have our own event Spring 2024. Forst will let Chairperson Irwin know when the COD meeting will take place.

2023-11 - Event in partnership with Native American Organization(s). Chairperson Irwin will reach out to Trustee Thompson about this event and partnership. Commissioner Forst states she will reach out to her contact at COD to see what their partnership is.

F. ADJOURNMENT & NEXT MEETING DATE

Adjournment- Commissioner Roman-Garcia motions and Commissioner Thomas seconds to adjourn the meeting. The meeting was adjourned at 9:00 p.m.

The next meeting – June 1, 2023.

Submitted by Elisa Pollina, Recording Secretary

Reviewed by Grant Paplauskas, Staff Liaison



Community Relations Commission *Impact Report*

June 2023



Intent and Purpose



Glen Ellyn strives to be a community that welcomes, respects, and engages all people in all aspects of Village life, including employment, commerce, housing, recreation, faith practices, access to resources, and civic engagement.

....

The intent and purpose of the CRC is to make recommendations to the Village Board to create and support policies, programs, events, actions, and communications that guide the community toward this goal.

Commission Launch

- 9-Member Commission
 - 2 Student Commissioners
with Full Voting Rights
- Kickoff – October 2021
- Required Training – November 2021



Prioritization Exercise



Prioritized Categories

- Village Policy & Training
- Create Awareness & Educate
- Community Outreach
- Attainable & Inclusive Housing

Prioritization Exercise



Prioritized Categories

- Village Policy & Training
- Create Awareness & Educate
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DEI Policy

The Village of Glen Ellyn is fully committed to Diversity, Equity, and Inclusion (DEI) in principle and in practice. The Village strives to be an inclusive and equitable community, that embraces and champions diversity, and welcomes, respects, and engages all people in all aspects of Village life, including employment, commerce, housing, recreation, faith practices, access to resources, and civic engagement. Diversity, Equity, and Inclusion are central to the Village's current and future success.

Definitions

- Diversity: Psychological, physical and social differences that occur among any and all individuals.
- Equity: The guarantee of fair treatment, access, opportunity and advancement while at the same time striving to identify and eliminate barriers that have prevented the full participation of some groups.
- Equality: The state of being equal, especially in status, rights, and opportunities.
- Inclusion: The act of creating environments in which any individual or group can be and feel fully welcomed, respected, supported, and valued in order to bring their full authentic selves to the community. An inclusive and welcoming climate embraces differences and offers respect in words, actions, and thoughts of all people.

There shall be no barriers to full participation in the Village.

Commission Approval: March 3, 2022
Commission Approved Inclusion of DEI Policy in Comprehensive Plan
Village Board Approval: March 14, 2022

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DEI Lens

DEI LENS

Questions to ask when examining our work through a DEI lens:

To ensure a commitment to DEI, the Village should understand how a decision will impact the Village's reputation and commitment to diversity, equity, and inclusion by asking the following questions:

Who is involved in the process?

- Are key stakeholders meaningfully included?
- Is this work that impacts a group or community? If so, is their voice represented?
- Does diversity impact the decision? How diverse is the group of decision makers? Is it diverse enough?
- Does the initiative include an awareness campaign prior to mandatory or suggested implementation?

Who will be impacted?

- Who benefits from this?
- Who is burdened by this? What are the potential negative impacts?
- What data or evidence supports this?
- Have we considered various, specific marginalized groups, and how they might be impacted?
- Have we circled back to have the impacted groups present at the table for revisions, rewrites, and reimplementation?

What are the intended and unintended outcomes?

- What issue are we trying to solve?
- What do we hope will happen?
- Have we uncovered additional or interrelated issues as we approach this work?
- Have we properly addressed the concerns of those who may disagree with this initiative?
- Is there a voice or voices who can provide a consistent critical analysis of this work?
- How might this be perceived by others?

Does this align with our vision for an equitable and inclusive entity?

- How is equity addressed?
- What barriers might this place in the way of achieving equity?
- What changes could be made to make this more equitable?

Commission Approval: April 7, 2022

Commission Approved Inclusion of DEI Lens in Strategic Plan
Village Board Consideration



Application of DEI Policy and Lens

Glen Ellyn Comprehensive Plan

COMMUNITY RELATIONS COMMISSION

GLEN ELLYN COMPREHENSIVE PLAN

CHAPTER 2: VISION, GOALS & OBJECTIVES

CHAPTER 2

VISION, GOALS & OBJECTIVES

The vision, goals, and objectives set the framework for the community-wide plans and recommendations of the Glen Ellyn Comprehensive Plan. Together, they provide a flexible guide for decision making and establish direction for new projects and policies. For the purpose of the Plan, the vision, goals, and preliminary objectives are defined as follows:

Vision – Describes the desired outcome to be achieved through the implementation of the Plan. It is forward-looking and describes what the community could be like if the goals and recommendations are achieved.

Goals – The goals describe desired results toward which planning efforts should be directed. They are broad and long-range. They represent an ambition to be sought and require the culmination of many smaller actions in order to be fully achieved.

Objectives – The objectives contained are intended to be specific and measurable. They quantify the goals and set expectations for their achievement.

Our Mission

Our mission is to support a high quality of life in Glen Ellyn. We do this through the equitable delivery of reliable, cost-effective services and by promoting a community of trust, respect, and citizen involvement.

Our Values

Respect

Honor each person, treat everyone with dignity and value their individuality.

Accountability

Commit to action and accountability to achieve successful results.

Leadership

Guide and facilitate others to make a positive difference in the community.

Principles of Service

Serve the needs of the community with professionalism and courtesy.

Equity and Inclusivity

Provide equal opportunities for participation in all community activities and initiatives.

Best for The Community

Work on behalf of community interests, not individual interests.

Trust

Earn trust through reliability, honesty, and effectiveness.

Vision Statement

In the year 2030, Glen Ellyn is a safe, attractive and thriving community offering a living, working and leisure environment that distinguishes the Village from neighboring communities. Glen Ellyn is characterized by attractive and well-maintained residential neighborhoods, viable commercial and business districts, quality parks, schools and public facilities, and expansive public services. It is home to a diverse population, and is desirable to young families and senior citizens alike.

In the year 2030

Glen Ellyn continues to be primarily a residential community. It is composed of attractive and desirable residential neighborhoods that include a range of housing types, styles and prices, and offers a combination of quality and affordability unique within the surrounding area.

Glen Ellyn has a diverse and well-maintained housing stock consisting of single family homes, condominiums and appropriately located townhomes, duplexes, condominiums, apartments, and accessory dwelling units. Housing opportunities for senior citizens, assisted living and young families have increased during the past 10 years.

While some older homes continue to be replaced, neighborhood character has been maintained, homes with historic interest have been preserved, and housing improvements and new construction are compatible with Glen Ellyn's traditional neighborhood scale and character.

Commercial areas are active and economically sustainable, offering a wide range of goods and services to local residents and the surrounding region. Substantial public improvements and new private developments have occurred within each of the Village's commercial areas during the past 10 years, which have significantly enhanced the Village's non-residential tax base.

Glen Ellyn's Historic Downtown has been enhanced as an active, pedestrian-oriented area containing an exciting mix of shopping, entertainment, dining, public and residential uses. While Downtown continues to be small and compact, residential density has increased and the mix of uses and the variety of businesses have been expanded. An office sector including medical offices is the downtown's long-dormant business to the Village's shops and restaurants.

DRAFT
FOR PUBLIC HEARING

5

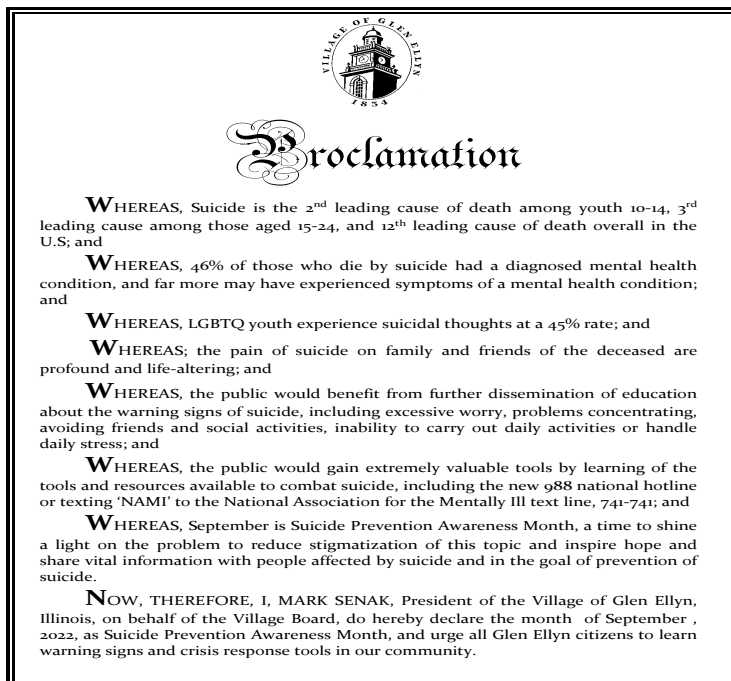
Commission Comments/Suggested Revisions: March 3, 2022
Suggested Inclusion of Welcoming Community Resolution (19-04)

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Application of DEI Policy and Lens

Glen Ellyn Suicide Awareness Proclamation

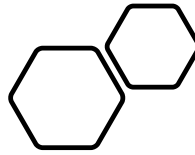


Commission Comments/Suggested Revisions: September 1, 2022

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DEI Training Feedback



- General overview useful
- In-depth and nuanced handling of topics suggested

Commission Comments/Suggestions:
April 7, 2022



**COMMUNITY RELATIONS
COMMISSION**

Prioritization Review and Update



Prioritized Categories – Updated Focus and Actions

- Village Policy & Training
- Create Awareness & Educate
- Community Outreach
- Attainable & Inclusive Housing

Prioritization Review and Update



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DEI Resource Guide (Work In Progress)

Tips and Resources for Individuals and Organizations
on the DEI Journey

- DEI Is For Everyone, DEI Defined, Why DEI, Implementing DEI Practices, ...



Initial Outline: January 12, 2023
Draft Document: May 4, 2023
Work In Progress



Statement on Essential Housing



Community Relations Commission Statement on Essential Housing

December 2022

Background

According to the official website of the Village of Glen Ellyn, its comprehensive plan, and strategic plan, Glen Ellyn strives to manifest Diversity, Equity, and Inclusion in both word and deed. Specifically, the website underscores this commitment to "be an inclusive and equitable community, that embraces and champions diversity, and welcomes, respects, and engages all people in all aspects of Village life, including employment, commerce, housing, recreation, faith practices, access to resources, and civic engagement" (*Diversity, Equity & Inclusion*, n.d.).

Additionally, the official website of the Village of Glen Ellyn states that the Community Relations Commission's (CRC) Intent and Purpose is "to make recommendations to the Village Board to create and support policies, programs, events, actions, and communications that guide the community toward this goal" (*Diversity, Equity, & Inclusion*, n.d.). The Consumer Price Index (CPI), generated by the U.S. Bureau of Labor Statistics (n.d.) which measures inflation notes that the single largest component of the CPI is the cost of housing. Glen Ellyn may realize its goal of diverse, equitable, and inclusiveness by seizing a unique opportunity to address rising housing costs, housing insecurity and housing poverty. This realization begins with approving the Roosevelt and Taft Avenue properties for an Essential and Inclusive Housing development.

As a result, the CRC submits this enclosed Position of Support for Roosevelt and Taft Avenue properties for an Essential and Inclusive Housing development.

What is essential housing?

A universal definition for essential housing does not exist; however, it is the intention of the CRC that we provide a reference for essential housing as used within this document. Essential housing refers to housing options located within the area in which you work, shop, recreate, worship, and engage. Essential housing typically *begins* with those deemed essential workers including, but not limited to, teachers/educators (including support staff), medical workers (including those who work within environmental services), law enforcement, retail workers, day care workers, waitstaff/servers, etc. (Easterly, 2021). Additionally, essential housing may include housing for those who require additional services, such as medical, intellectual, developmental, and/or physical challenges. This definition allows for the necessary inclusive and welcoming environment advocated by the village as indicated above in the Background statement.

Essential housing is more than the *mere* physical structure. It also provides residents living in the property reasonable access to centrally located housing, public transportation, educational institutions (including trade and vocation schooling), grocery stores, health care, and other essential components of Glen Ellyn living. Furthermore, essential housing must include rents of 30% or less of the essential workers or essential populations' income to provide an equitable option. Here income indicates all monthly resources for monies including, but not limited to, earned and received income. This approach addresses the pronounced gap identified between housing options and essential income.

Why is there a need for essential housing in Glen Ellyn?

For more than four decades, the U.S. Department of Housing and Urban Development (HUD) has addressed the gap between essential housing and income. HUD consistently notes that individuals are housing burdened when their housing cost accounts for more than 30% of the household income. According to HUD, "a household that spends more than 30% of its income on housing is described as housing cost burdened while a household spending more than 50% of income on housing is regarded as extremely housing cost burdened" (*Essential housing*, 2021). The CRC submits that Glen Ellyn advances and lives up to its commitment of being a welcoming and inclusive community by creating options for those work and serve in Glen Ellyn to be able to reside in Glen Ellyn, without risking becoming housing cost burdened or extremely housing cost burdened.

Therefore, the CRC submits this statement of support for Essential and Inclusive Housing, as we agree that essential housing exists when the household members can live without sacrificing their basic needs such as groceries, medicine, health services, transportation, and other necessities; knowing that housing is *only* inclusive if the household members can live without bounds but receive supports to be as self-sufficient as appropriate.

The CRC further urges consideration of Essential and Inclusive Housing development at the Roosevelt Road/Taft Avenue property.

Commission Approval: December 7, 2022
Presentation to Village Board: December 12, 2022

Therefore, the CRC submits this statement of support for Essential and Inclusive Housing, as we agree that essential housing exists when the household members can live without sacrificing their basic needs such as groceries, medicine, health services, transportation, and other necessities; knowing that housing is *only* inclusive if the household members can live without bounds but receive supports to be as self-sufficient as appropriate.

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Statement on Diversity and Inclusion

In light of divisive materials distributed in the Village



Community Relations Commission Statement on Diversity and Inclusion

March 2023

Glen Ellyn Community Relations Commission is committed to fostering an environment that is welcoming, inclusive, and respectful to all individuals. We value diversity and the enrichment it brings to our community, and condemn behavior that promotes divisiveness or hatred.

In light of recent disturbing flyers distributed in the Village, the Commission wants to reaffirm, and unequivocally restate that Glen Ellyn stands against hateful sentiments, including but not limited to racism, colorism, and ethnocentrism. Our goal is to cultivate a community that is safe and supportive of all of the diverse individuals who reside, study, work, visit, and interact with the Village. We are dedicated to fostering a culture of respect, empathy, and unity.

The Commission understands that addressing issues such as racism, colorism, and ethnocentrism requires all of our involvement. We are committed to dialog, actions, and implementing measures that promote our Village as an ever more equitable and inclusive community for all our diverse community members.

Commission Approval: March 8, 2023
Presentation to Village Board: March 13, 2023

... the Commission wants to reaffirm, and unequivocally restate that Glen Ellyn stands against hateful sentiments, including but not limited to racism, colorism, and ethnocentrism. Our goal is to cultivate a community that is safe and supportive of all of the diverse individuals who reside, study, work, visit, and interact with the Village. We are dedicated to fostering a culture of respect, empathy, and unity.

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Prioritization Review and Update



Prioritized Categories – Updated Focus and Actions

- Village Policy & Training
- Create Awareness & Educate
- Community Outreach
- Attainable & Inclusive Housing

Community Outreach

- Monday, January 16, 2023: **Dr. Martin Luther King, Jr. Day Workshop** at Peoples Community Church, Glen Ellyn – **Overview of Community Relations Commission**
- Thursday, June 1, 2023: **CommYOUunity Fun for Everyone!” – Community Relations Commission invites community members to share thoughts and mingle with Commissioners** at the Glen Ellyn Public Library
- Monday, June 19, 2023: Consider possible **Acknowledgement of Juneteenth** – Join in on a Proclamation by Village Board (in planning)
- Summer / Fall 2023: **Cultural Dance/Salsa Event**. Potentially at College of DuPage Pavilion, and in partnership with College of DuPage, and maybe also Glen Ellyn Park District (in planning)
- Thursday, September 14, 2023: **Glen Ellyn Public Library Book Club – Funny in Farsi – Community Relations Commission Outreach and Introduction**

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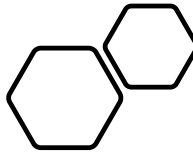
Community Outreach

- September / Fall 2023: **Refugee Experience Simulation** – Representative from Exodus World Services will run a Refugee Experience Simulation. It is a 90-minute experience. Plan on the event at College of DuPage (in planning)
- November / Fall 2023: **Native American / Indigenous Community Partnership** (in planning)
- March / April / Spring 2024: **Refugee Experience Simulation** – Representative from Exodus World Services will run a Refugee Experience Simulation. It is a 90-minute experience. Event will be held at Glen Ellyn Public Library
- July 22 – August 30, 2024: **“World On The Move: 250,000 Years of Human Migration” Exhibit** – **Community Relations Commission** is partnering with **Glen Ellyn Public Library**

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Administrative Topics



**COMMUNITY RELATIONS
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Village Code Update

Title 2, Chapter 10, on Community Relations Commission

- Student Commissioners to include those enrolled in higher education or vocational school, in addition to those in grades 9-12
- Consistent use the term Chairperson instead of Chairman
- Consistent language regarding those the Commission serves and engages

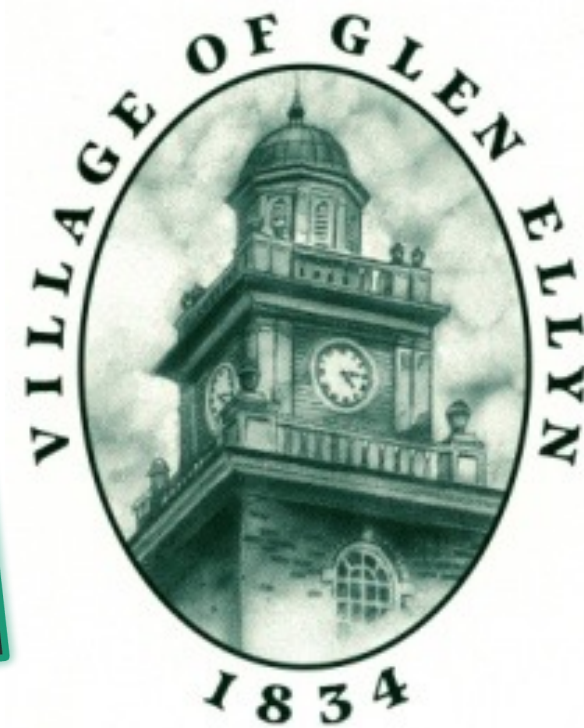
Commission Approval: April 6, 2023
Village Board Workshop Discussion: May 15, 2023
Village Board Approval: May 22, 2023

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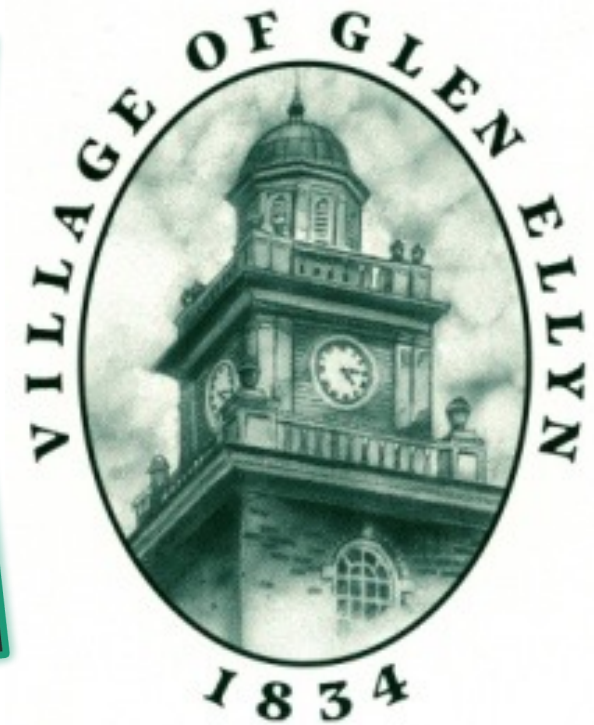


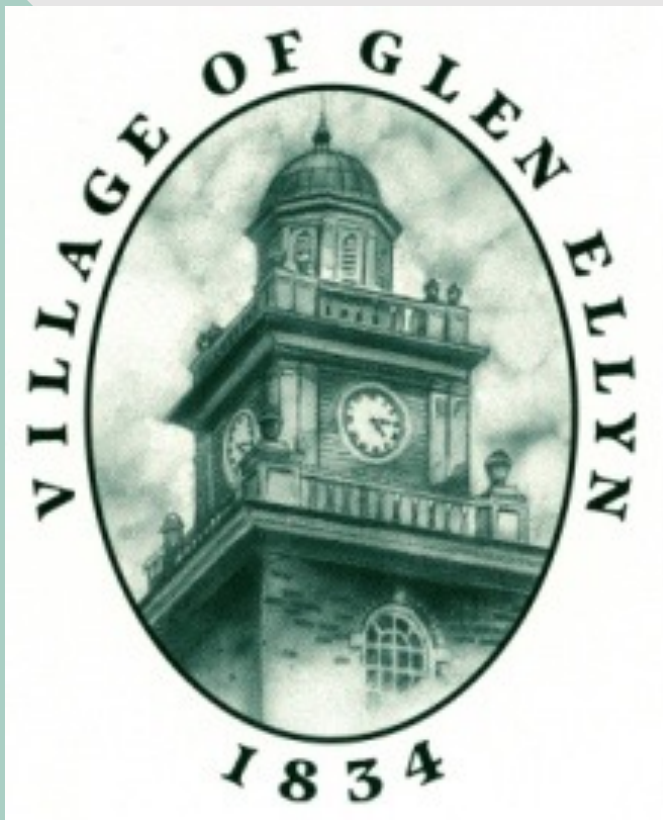
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Thank You!

Human Family

Maya Angelou

*I note the obvious differences
in the human family.*

*Some of us are serious,
some thrive on comedy.*

....

*The variety of our skin tones
can confuse, bemuse, delight,
brown and pink and beige and purple,
tan and blue and white.*

***I've sailed upon the seven seas
and stopped in every land,
I've seen the wonders of the world
not yet one common man.***

*I know ten thousand women
called Jane and Mary Jane,
but I've not seen any two
who really were the same.*

....

*We love and lose in China,
we weep on England's moors,
and laugh and moan in Guinea,
and thrive on Spanish shores.*

*We seek success in Finland,
are born and die in Maine.
In minor ways we differ,
in major we're the same.*

***I note the obvious differences
between each sort and type,
but we are more alike, my friends,
than we are unlike.***

....

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The information of this resource guide is to be used for the general distribution of information relative to issues of Diversity, Equity, and Inclusion. The contents of this document should not be used for legal purposes, but rather as a tool for recommendations in creating an inclusive environment. This guide may contain third party information, links, and other such resources that over time, may not be completely accurate or reliable.

The Village of Glen Ellyn and its Community Relations Commission does not provide any guarantee of the accuracy and/or validity of the information associated with any third-party external links within this resources guide. As such, reliance on the accuracy of the third-party information provided in this guide is at your own risk.

Village of Glen Ellyn's Diversity, Equity & Inclusion Statement

The Village of Glen Ellyn is fully committed to Diversity, Equity, and Inclusion (DEI) in principle and in practice. The Village strives to be an inclusive and equitable community, that embraces and champions diversity, and welcomes, respects, and engages all people in all aspects of Village life, including employment, commerce, housing, recreation, faith practices, access to resources, and civic engagement. Diversity, Equity, and Inclusion are central to the Village's current and future success.

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There shall be no barriers to full participation in the Village.

Diversity, Equity, and Inclusion Project: Overview of Findings

In January 2021, a number of organizations and individuals from Glen Ellyn launched a DEI Initiative to help begin a conversation in the Village about ways in which we are and hope to be a welcoming community. Participants from a variety of groups engaged in a series of conversations focusing on diversity, equality, equity, and inclusion.

Representatives came from several groups, including B.R. Ryall YMCA, College of DuPage, DuPage United, Glen Ellyn Allies for Racial Justice, Glen Ellyn Children's Resource Center, Glen Ellyn Public Library, Glen Ellyn Park District, Glen Ellyn Police Department, Glen Ellyn Youth and Family Counseling Services, Glenbard Early Childhood Collaborative, One Community, and School Districts 41, 87, and 89. Fifteen panels, discussions, and affinity group conversations were led by RGW Consulting, LLC's Rasheeda Graham Washington and her team. More than 180 members of the community participated in these events over the course of 25 hours. Presented here is an executive summary of RGW's Discovery Report. The DEI Initiative began with the following premise: The Village of Glen Ellyn (VGE) believes that working together and listening as a community causes the collective to flourish when it sees itself reflected in what it values, how it functions, and how it uses the community as a window for discovery. The Village strives to demonstrate its commitment to DEI through listening to the community and developing synergistic strategy across agencies that is rooted in the feedback of its collective stakeholdership. The DEI Initiative focused on the following objectives:

- Participants have given an account of the equity journey the village and its entities has taken to date, both from an ideal and an actual perspective
- Participants will be instrumental in the shaping and forming of the objective impressions that will develop over the course of intersectional listening sessions and the reporting recommendations
- Participants are informed by what they hear and share over the course of the discovery process as it unfolds intersectionally
- Participants are empowered toward implementation of the recommendations that emerge from the discovery process as a

result of their participation in the development of the resulting findings DEI Initiative

Some common themes became apparent during the various sessions and among various participants. These include:

- Concerns regarding equal accessibility to boards and commissions, food security, healthcare, housing, schools, services (e.g., library, parks), volunteer opportunities, etc., that would allow for all residents, regardless of background or group, to engage in village decision-making, events, policy-making, etc.
- Concerns that the village's residents, businesses, and leaders are failing to change with the times and to recognize shifts in politics and demographics
- Concerns that representation in the village is homogenous, monolithic, and patriarchal, thereby excluding people of color as well as people of different ethnicities and other backgrounds
- Concerns that NIMBYism will prevent the village from moving forward on key DEI issues such as affordable housing and food security

In light of these goals and concerns, and considering feedback from all participants, RGW Consulting prepared the Discovery Report, an after-action summary that identified some strengths shared by various village entities, summarized here:

- Willingness among Village entities and individuals to acknowledge and address various inequities (e.g., cultural, individual, operational, systemic) throughout the Village
- Awareness of blind spots regarding DEI practices and of the need to integrate diverse populations on boards and commissions, among administrative staffs, in school districts

and community organizations, etc., in light of the fact that most consist of middle- to upper-class Whites

- Intention among leadership teams and governing bodies to become better community partners by recognizing shortcomings and biases and by working to develop partnerships that are committed to DEI

The Discovery Report also identified some challenges (as summarized below), including:

- Hierarchical power dynamics lead some within the village to marginalize others as unequal based on culture, education level, gender, race, socioeconomics, etc., and this is manifested in the fact that the preponderance of boards, commissions, and other organizations are led primarily by White males
- Pushback from some community members perpetuates the notion that DEI is anti-White and anti-American and argues that taxpayers who are predominately White and middleclass, as is the community as a whole, should have more say in various matters than residents from other groups in the village
- Whiteness and tokenism are deeply ingrained in Glen Ellyn, leading to a fear of making mistakes when it comes to DEI and making it difficult to encourage diverse community representatives to step forward for leadership positions and thereby creating challenging obstacles on the DEI journey.

In addition to these strengths and challenges, several action items can be derived from the Discovery Report. These include:

- Continuing DEI efforts in order to create a sense of belonging among all residents and to increase community engagement overall

- Creating an equity advisory team with diverse representatives from the village's various governing bodies and community organizations to share input on processes and protocols
- Defining a shared language among governing bodies, administrations and staffs, and community organizations in order to create a set of common terms referring to DEI
- Encouraging representation of marginalized groups in order to create definitions, policies, programs, and approaches to DEI efforts and initiatives without assuming what those groups need and want
- Ensuring that communications from the village's taxing bodies reach into all corners of the village and are written for all residents regardless of ethnicity, race, religion, or socioeconomic status
- Establishing methods and deadlines for auditing and analyzing DEI efforts and effects
- Identifying ideals, intentions, and impacts related to DEI efforts and goals for individuals, discrete organizations, and all taxing bodies and community groups
- Incorporating DEI goals and objectives into the Village's Comprehensive Plan, organizations' strategic plans, policies, and procedures
- Reviewing, revising, and rewriting processes, protocols, and procedures in order to incorporate DEI in all aspects of life in our community.

Glen Ellyn's Community Relations Committee Mission

The Community Relations Commission (CRC) promotes the aspirations of the Village to be a community that welcomes, respects, and engages all people in all aspects of Village life. These aspirations are accomplished by actively engaging the community and Village institutions in articulating benchmarks for ongoing efforts in achieving diversity, equality, equity, and inclusion; by educating those who live, work, play, and study in the Village; by reporting on related initiatives; and by serving as a point of contact for community members.

It shall be the intent and purpose of the Community Relations Commission to:

- Encourage through policy recommendations, programs, events, actions, and communications that Glen Ellyn remain a community that welcomes, respects, and engages all people in all aspects of Village life, including employment, commerce, housing, recreation, faith practices, access to resources, and civic engagement.
- Promote these aspirations by actively engaging the community and Village institutions by articulating benchmarks for ongoing efforts in achieving diversity, equality, equity, and inclusion; by educating those who live, work, play, and study in the Village; by reporting on related initiatives; and by serving as a point of contact for community members.
- Review issues and concerns related to diversity, equality, equity, and inclusion initiated by members of the CRC (e.g., presented to the CRC by individuals, organizations, or groups) or requested by the Board of Trustees. The CRC shall undertake as part of its mission the goal of tackling those issues related to community

relations and the fair and equitable treatment and well--being of all who reside, work, interact with, or visit the Village.

- Perform such other functions and responsibilities as the Board of Trustees may request of it.

Diversity, Equity, and Inclusion is for Everyone

When most people hear the word diversity, they often associate the term with race, specifically as it relates to underrepresented minority populations. While we understand that diversity is inclusive of race, it is only one component of its true meaning. In actuality, diversity in the true sense of the word, is all encompassing. That is to say, diversity is inclusive of everyone as every person is inherently unique in terms of their lived experiences. “Diversity refers to all aspects of human difference, social identities, and social group differences, including but not limited to race, ethnicity, creed, color, sex, gender, gender identity, socio-economic status, language, culture, national origin, religion/Spirituality, age, (dis) ability, military/Veteran status, political perspective, and associational preferences” (DEI Definitions, n.d) <https://diversity.uiowa.edu/resources/dei-definitions>.

Diversity, equity, and inclusion is a conceptual framework that promotes the fair treatment and full participation of all people, especially in the workplace, including populations who have historically been underrepresented or subject to discrimination because of their background, identity, disability, etc. ([Dei Definition & Meaning | Dictionary.com](https://www.dei-definition.com/))

In its very essence, diversity, equity, and inclusion is about being “seen”. When an institution or organization embraces diversity, constituents of all walks of life, feel respected and appreciated when we affirm that which defines their individual identity. According to the

U.S. Department of Housing and Urban Development, when an organization does well in affirming peoples' identity, diversity in the workplace extends as "a collection of individual attributes that together help [a workplace] pursue organizational objectives efficiently and effectively." Essentially, DEI efforts on behalf of an organization provides all individuals within an organization a sense of belonging which in turn, positively impacts morale and employee retention.

While recognizing people's unique attributes is important, it is important to note that we must remain mindful of providing opportunities to "level the playing field" and become equitable. That is to say, it is not enough to affirm differences if we are not creating opportunities for parity as it relates to racial and social justice. A community that truly wants to create an inclusive environment must reflect on the ways in which it is failing to do so. This requires meeting communities where they are and allocating resources and opportunities as needed to create equal outcomes for all community members. In an organization and/or community, equity refers to fair and just practices and policies that ensure all community members can thrive. When a community starts to assess and tackle the issues that impede equal access through the implementation of just policies is when inclusion can occur.

Inclusion itself can promote equity and appreciation of diversity among groups, with the aim of embracing all people. At its core, inclusion is about giving equal access and opportunities without the stigma of implicit bias, discrimination, and intolerance. For the Village of Glen Ellyn and the Community Relations Commission, providing information and resources to assist in this endeavor is of utmost importance. It is our sincere hope, that this DEI Resources Guide can provide the beginnings of a framework for businesses, community members, and interested parties to achieve this goal.

DEI Defined

Diversity- Refers to the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of all people, including but not limited to underserved communities.

Equity-The fair, just, and impartial treatment of all individuals so that practices, policies and procedures do not preclude or predict opportunities or outcomes because of one's identity.

Inclusion-The recognition and appreciation of all backgrounds and their unique contributions allowing all to be seen, valued, and welcomed.

If diversity refers to many identities, it is critical that organizations recognize and embrace the plethora of diversity that exists within your establishment. Below are some examples.

Gender diversity: What percentage of men, women, and nonbinary people exist in your organization?

Age diversity: Are the employees in your workplace predominately from one generation or is there a mix of ages?

Ethnic diversity: Do the employees in your organization share common cultural traditions or do they represent different walks of life and backgrounds?

Socio-Economic Diversity: Is your workforce mostly representative of the middle-class or do you have employees that represent others in the economic strata?

Religious Diversity: Does your establishment only acknowledge Christian holidays such as Christmas or does your organization make a conscious effort to recognize that some may be celebrating varying religious celebrations outside of the Christian faith?

Sexual Orientation Diversity: Does your organization use inclusive language when referring to someone's significant other or are employees in the habit of using dominant terms such as husband or wife rather than spouse or partner?

Physical ability and neurodiversity: Does your establishment use universal design to accommodate all types of disabilities, outwardly apparent and otherwise? Is your business ADA compliant?

These are all auditing questions for communities and organizations to ponder and explore when trying to create workspaces free from discrimination, unconscious and implicit bias.

Why DEI?

According to McKinsey and Company, when companies dedicate themselves to Diversity, Equity, and Inclusion efforts, the company is more successful (Hunt, et al 2015). Indeed, the research does seem to indicate that there is a relationship between racial and ethnic diversity and better financial performance among business and industry.

Diversity of perspective on all levels of your enterprise creates the opportunity to connect with not only your intended target market, but untapped markets as well because of your team's ability to relate to a broader "diverse" audience of would be clientele.

A diverse workforce equating to increased profits are a testament to the importance of varying perspectives when competing in a global economy and market. An additional benefit of having diversity initiatives in the workplace is increased employee satisfaction. When employees feel a sense of belonging and that their unique perspective matters, employers gain greater productivity and employee engagement.

Implementing Diversity, Equity, and Inclusion Practices

The journey to implementing DEI initiatives in your organization can be challenging. While most organizations are well intentioned, if the proper groundwork is not laid, the effort will be futile. When embarking on this path, it is important to be mindful of the role implicit bias plays in hindering progress towards a space where equity and belongingness abide.

There are many approaches to implementing DEI. An organization must first ensure there is institutional buy-in. While there will always be a group of people that are resistant to Diversity, Equity, and Inclusion, it is imperative that upper administration is supportive or the effort will fail. There has to be an expectation from the top down that this work is important and of real value. Clearly, the research suggests that it is. Accountability at the highest can have a trickledown effect among the company's constituents. A good faith DEI effort will require an honest attempt at benchmarking and documenting the current organizational culture and climate and ideally should include upper administration because they drive the goals of the organization. If the organization can't be honest about where they are, they won't know where they are headed or even how to get there.

This Diversity, Equity, and Inclusion Guide is meant to provide you with the following:

1. A foundational rubric into gauging the institutional culture of your organization as it relates to DEI,
2. Step by step considerations in the implementation of DEI initiatives, and
3. DEI literature and resources.

What is the State of Your Organization?

The first step in implementing DEI in your organization should include an internal DEI Audit. Looking inward and doing a DEI SWOT analysis would give organizations insight about where to start. Below are some resources to help you get started.

https://www.youtube.com/watch?v=qw26KFCX_W8

<https://www.tenthousandcoffees.com/blog/how-to-conduct-a-diversity-inclusion-and-equity-audit-at-the-enterprise-level>

<https://diversity.social/diversity-audit/>

Internal DEI audits should include the following types of questions:

- Does your organization value diversity, inclusion, and equity?
- What processes do we have in place to foster inclusion?
- Is there adequate representation of all races a norm in your workplace?
- How do you feel about inclusion in your workplace?
- Does your company prioritize DEI?
- Do your leaders understand how important diversity is for the employees' success?
- Are there differences in pay related to gender, race, ethnicity, or sexual identity?
- Are people of all backgrounds and cultures respected in your workplace?
- Do you feel valued at your organization?
- Do you feel a sense of belonging? Why or why not?
- Does your organization invest time and energy into building diverse teams?
- Is our hiring process inclusive or does it inadvertently reinforce biases?

- Does your workplace consider diverse needs i.e. gender-neutral restrooms, universal design for staff with physical or mobility challenges, lactation rooms, prayer spaces etc.?

After conducting a DEI Audit, you can now begin to analyze your results, discuss outcomes, consider new ways of functioning with a cross-section of employees from various areas across your organization that will form your implementation team.

DEI TEAM

When developing a DEI team that will review audit results and make recommendations, remain mindful that the team represents the whole. That is to say, as many representative groups from across your organization should be invited to participate and not just members of minority groups.

Set Goals and Objectives

Rome was not built in a day neither will your DEI aspirations. There will probably be lots of interesting take-aways from your audit and if you are passionate about the subject, your team might want to tackle it all at once. It is important to break it down to manageable parts. Start incrementally and work your way towards short-term and long-range goals that can be addressed over time.

Make sure that your group sets “S.M.A.R.T” goals. Be specific on what you are trying to achieve. Make sure your goals are actionable items that can be measured. When looking at DEI, focus less on “pie in the sky” goal setting but rather, set objectives that are achievable. Ensure that the goals are relevant to the intended audience and will move the needle in creating an inclusive environment.

Diversity, Equity, and Inclusion Resources

The information listed below are additional resources to become more familiar with DEI and its implementation in your organization.

https://haas.berkeley.edu/wp-content/uploads/EGAL_DEIChecklist.pdf

<https://www.calendow.org/diversity-equality-inclusion-audit/>

[12 Ways Companies Are Boosting Their DEI \(shrm.org\)](#)

Videos from U.S. Chamber of Commerce:

[How Businesses Can Create an Effective DEI Framework | U.S. Chamber of Commerce \(uschamber.com\)](#)