



Agenda
Village of Glen Ellyn
Community Relations Commission Special Meeting
Thursday, December 14, 2023
7:00 PM
Glen Ellyn Civic Center, Clayton Room

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) October 5, 2023 CRC Minutes
- 2) November 2, 2023 CRC Minutes

D. Commission Liaison Reports

- 1) School District Liaisons
Park District Liaison
Library Liaison
Village Board Liaison
Staff Liaison

E. Audience Participation

F. Addressing Threatening Incidents

- 1) Incident of December 8

G. Commission Action Discussion

- 1)
 - **DEI Resource Guide.**
 - Update from Commissioners Ali and Moorehead.
 - Vote to approve the first version of the guide.
 - **World On The Move Exhibit at Glen Ellyn Public Library**
 - Determine Partnership Level for CRC. Partnership Levels Offered (view video at <https://www.youtube.com/watch?v=GVgUeirBLFs> for information on partnership levels):
 - Off-Site Partner - Host an in-person or virtual World on the Move program outside of the library.
 - Tour Partner - Schedule a guided VIP tour of the exhibit for your group.
 - Contribution Partner - Gather items that reflect your group's migration stories and contribute to the World on the Move Community Scrapbook.

- **2024 Meeting Schedule**
- **CRC Banner - Budget and Parade Banner**

H. Adjourn

I. Next Meeting - January 4, 2024



Minutes
Village of Glen Ellyn
Community Relations
Regular Meeting
October 5, 2023
7:00P
Glen Ellyn Civic Center

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

Date: October 5, 2023
Called to Order: 7:00 p.m.
Adjourned: 8:30 p.m.

MEMBER ATTENDANCE:

Sania Irwin	Chairperson	Present
Mir Ali	Commissioner	Present
Molly McGinnis	Commissioner	Absent
Nancy McKee	Commissioner	Present
Robert Moorehead	Commissioner	Present
Maariya Quadri	Commissioner	Absent
Kim Thomas	Commissioner	Present
Also Present:		
Grant Paplauskas	Communications Coordinator	Present
Donna Jean Simon	Trustee Liaison	Present
Dawn Bussey	Library Executive Director	Present
Public Present:		
Victoria Fitzmaurice	SOARRING Foundation	

A. CALL TO ORDER/ROLL CALL

The October 5, 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.

B. APPROVAL OF MINUTES FROM SEPTEMBER 12, 2023 MEETING

APPROVAL OF MINUTES FROM September 12, 2023 COMMUNITY RELATIONS COMMISSION MEETING AS AMENDED

MOTION BY: Commissioner McKee

SECONDED BY: Commissioner Thomas

RESULT: Unanimous

C. COMMISSION LIAISON INTRODUCTIONS/REPORTS

1. *Trustee Report* – Trustee Simon reminds the commission that the Village Commission Recognition and Appreciation Open House will take place on Thursday October 12 at the Village Links in the Blue Heron Room at 5.30 PM. All commissioners and trustees are invited to attend and be acknowledged for their dedicated contributions and hard work.

2. *Park District Liaison Report* – No report

3. *Library Liaison Report* – Director Bussey informs that preparations for the upcoming "World on the Move" exhibit, scheduled for next summer, are underway. The exhibit is slated for delivery no later than July 2, with a public debut expected on July 27. To complement the exhibit, the library is organizing various engaging programs, including the Refugee Simulation experience, showcasing several oversized masks, and featuring presentations by two professors focusing on migration and global movements. Additionally, the library plans to integrate "World on the Move" with the summer reading program.

4. *Staff Report* – Staff Liaison Paplauskas reports that the SOARRING Event at the McKee House was well attended, with the formal signing of the agreement. It was a great event for the entire community. The village is currently focused on finalizing the streetscape construction and reopen up Main Street by the end of the month. Our big initiative is to encourage people to return downtown to the business and restaurants. We are actively working on marketing campaigns to do that.

D. PUBLIC PARTICIPATION – Vicki Fitzmaurice shared updates from her recent meeting with the Native American Student Committee at COD. She assured the commission of her commitment to exploring potential partnership opportunities for future events

arising from this meeting. Additionally, she highlighted the upcoming Pow Wow scheduled for next week on October 14th and 15th, beginning at 11:00 am.

E. COMMISSION ACTION DISCUSSION

1. DEI Resource Guide - Chairperson Irwin states Commissioners Ali and Moorehead have volunteered to work on the draft guide that former Commissioner Roman-Garcia started. Commissioner Ali states he will connect with Commissioner Moorehead on the DEI Resource Guide.

2. Indigenous Cultural Partnership and Midwest SOARRING Foundation Collaboration – 2023-09-23 Autumnal Equinox Event in front of McKee House Recap - Vicki Fitzmaurice expressed gratitude on behalf of the SOARRING Foundation for the overwhelming community support received during the event, noting its success. Trustee Simon commended the ceremony and found the ideas presented for the McKee House impressive.

3. Consider Days/Months that are Recognized -- Chairperson Irwin inquired whether the CRC believes the list discussed last month should be reduced or expanded and how the commission intends to raise awareness about these significant dates within the community. The following days have been identified as particularly significant to consider, *For example (months): Black History Month (February), Women's History Month (March), Asian American & Pacific Islander Heritage Month (May), LGBTQ Pride Month (June), Hispanic Heritage Month (September 15 - October 15), American Indian & Alaska Native Heritage Month (November)* *For example (days): Martin Luther King, Jr. Day (third Monday of January), Juneteenth (June 19), Indigenous Peoples Day (second Monday of October).*

Trustee Simon suggested presenting the identified significant dates as educational pieces, providing both the date's historical context and its importance. Staff Liaison Paplauskas suggested not featuring these dates prominently on the main village page to avoid excluding any group, but proposed adding them to the CRC webpage. Trustee Simon agreed, emphasizing the need for the informative content. Commissioner Ali supported the idea, suggesting treating it purely as informational. Fitzmaurice suggested directing interested individuals to the Global Education Fair at COD on Tuesday, November 14, for engaging information. Chairperson Irwin confirmed that the dates of significance would be documented, with Commissioner McKee volunteering to craft the first statement for American Indian & Alaska Native Heritage Month (November). The CRC agreed to provide a pertinent article link for further insight.

4. Creating/Sharing Calendar of Events – Chairperson Irwin highlights the events held so far and those upcoming such as the Refugee Journey Simulation. She inquires on the best way to organize and promote these as official CRC-sponsored events. Staff Liaison Paplauskas proposes adding the events to the CRC website; he can add the provided write-ups to the website and feature the events in the newsletter.

5. Commission Webpage – Materials for consideration. Chairperson Irwin informs the Commission that many of their initiatives have been or will be posted on the CRC website, including the DEI Policy (already posted), DEI Lens, DEI Resource Guide (once

approved by the Commission), the 2023 October CRC Impact Report, and statements and proclamations. She seeks the CRC's agreement on these items and invites suggestions for additional content. The CRC agrees on the content. Commissioner Ali suggests adding event photos to the website, to which Staff Liaison Paplauskas confirms that photos can be posted on the CRC website.

Chairperson Irwin inquires about the process for posting on the Village Facebook page to Staff Liaison Paplauskas. Paplauskas explains that a post write-up should be sent to him, and the village will review and approve it for posting.

Chairperson Irwin reminds the CRC members to attend the upcoming Village Board meeting on Monday, October 9, at 7:00 pm in the Gallagan Board room for the presentation of the Impact Report.

F. ADJOURNMENT & NEXT MEETING DATE

Commissioner Moorehead motions and Commissioner Ali seconds to adjourn the meeting. The meeting was adjourned at 8:30 p.m.

The next meeting – November 2, 2023.

Submitted by Elisa Pollina, Recording Secretary

Reviewed by Grant Paplauskas, Staff Liaison



Minutes
Village of Glen Ellyn
Community Relations
Regular Meeting
November 2, 2023
7:00PM
Glen Ellyn Civic Center

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

Date: November 2, 2023
Called to Order: 7:09 p.m.
Adjourned: 7:54 p.m.

MEMBER ATTENDANCE:

Sania Irwin	Chairperson	Absent
Mir Ali	Commissioner	Present
Molly McGinnis Knapke	Commissioner	Present
Nancy McKee	Commissioner	Present
Robert Moorehead	Commissioner	Present
Maariya Quadri	Commissioner	Present

Also Present:

Grant Paplauskas	Communications Coordinator	Present
Donna Jean Simon	Trustee Liaison	Present
Dawn Bussey	Library Executive Director	Present
Elisa Pollina	Recording Secretary	Present

Public Present:

A. CALL TO ORDER/ROLL CALL

The November 2, 2023 regular meeting of the Community Relations Commission was called to order by Chairperson Pro Tem McKee at 7:09 PM at the Glen Ellyn Civic Center.

B. APPROVAL OF MINUTES FROM OCTOBER 5, 2023 MEETING – Deferred to next meeting.

APPROVAL OF MINUTES FROM October 5, 2023 COMMUNITY RELATIONS COMMISSION MEETING
DEFERRED TO NEXT MEETING

MOTION BY: Commissioner

SECONDED BY: Commissioner

RESULT: Unanimous

C. COMMISSION LIAISON INTRODUCTIONS/REPORTS

1. *Trustee Report* – Trustee Simon informs that the recent village newsletter has announced the reopening of the downtown area. She encourages everyone to show support for the local businesses.

2. *Park District Liaison Report* – No report

3. *Library Liaison Report* – Director Bussey informs the commission that the "World on the Move" exhibit is scheduled for July. The library included this information in its annual newsletter, which has prompted negative feedback from a community member who expressed dissatisfaction with the exhibit. There are concerns about potential additional negative reactions regarding this exhibit.

4. *Staff Report* – Staff Liaison Paplauskas emphasizes a significant effort is underway to increase downtown business. A new billboard is in the works, which will be strategically placed on Roosevelt Road, to promote shopping in the downtown area.

Ongoing discussions continue regarding the U.S. Bank site with joint efforts from the Village and the Park District. A meeting is scheduled for November 16 at 7:00 pm at the Spring Avenue Recreation building to discuss park designs. Additional information about the project can be found at gepark.org.

Paplauskas provides the 2024 Community Relations Commission meeting schedule and mentions it will be published at the beginning of the year. He encourages members to reach out if there are any concerns with the schedule

D. PUBLIC PARTICIPATION – None

E. COMMISSION ACTION DISCUSSION

1. DEI Resource Guide - Commissioners Ali and Moorehead have reviewed the document and are currently making additional changes. Commissioner Moorehead mentioned they are in the process of simplifying the language. After this phase, they plan to share the document with the commission in the upcoming weeks for feedback. Chairperson Pro Tem McKee added that Chairperson Irwin aims to have the document approved at the next CRC meeting.

2. Recognition Days/Months Write-ups on Website - Chairperson Pro Tem McKee submitted the write-up for American Indian & Alaska Native Heritage Month (November) and requested Staff Liaison Paplauskas to add it to the website. The following days have been identified as particularly significant to consider, *For example (months): Black History Month (February), Women's History Month (March), Asian American & Pacific Islander Heritage Month (May), LGBTQ Pride Month (June), Hispanic Heritage Month (September 15 - October 15), American Indian & Alaska Native Heritage Month (November)* *For example (days): Martin Luther King, Jr. Day (third Monday of January), Juneteenth (June 19), Indigenous Peoples Day (second Monday of October).* Chairperson Pro Tem McKee invites commission members to contribute write-ups for the identified days/months. Commissioner Ali volunteers for Women's History Month and Commissioner Quadri volunteers for Asian American & Pacific Islander Heritage Month.

Chairperson Pro Tem McKee updates the commission on the two vacant commissioner positions and encourages members to reach out to potential candidates, urging them to submit applications.

F. ADJOURNMENT & NEXT MEETING DATE

Commissioner Knapke motions and Commissioner Quadri seconds to adjourn the meeting. The meeting was adjourned at 7:54 p.m.

The next meeting – December 7, 2023.

Submitted by Elisa Pollina, Recording Secretary

Reviewed by Grant Paplauskas, Staff Liaison



Contact:

Kurt Vavra, Deputy Chief

Phone: (630) 469-1187

Twitter/Facebook @GlenEllynPolice

December 9, 2023

SUSPICIOUS INCIDENT

Glen Ellyn, IL – On December 8th at approximately 8:00PM, the Glen Ellyn Police Department responded to the 400 Block of Elm St for the report of a suspicious incident. Two subjects approached a residence and kicked the front door. One of the subjects made an anti-Semitic statement prior to leaving the property. Officers checked the area but were unable to locate the subjects. This incident is still under investigation.

Residents in the area are asked to check their security cameras and report any suspicious activity.



GLENBARD TOWNSHIP HIGH SCHOOL DISTRICT #87

596 Crescent Boulevard, Glen Ellyn, IL 60137-4297, (630) 469-9100, www.glenbard87.org

December 8, 2023

Dear Village of Glen Ellyn Community Relations Commission Members,

Thank you for your service and the important role that you play in advocating for respect, fairness and esteem for every individual and family within our community. Regretfully, we want to share with you an unfortunate racial harassment incident that a group of our Glenbard West students experienced during lunchtime in downtown Glen Ellyn on October 16, 2023. The following is the unfortunate event that was reported to us:

Female Muslim students were approached by a female community member outside of Glenbard West during lunch hour. The woman harassed the students, telling them that "this is America, they don't have to wear a hijab, and that they need to assimilate". It caught the students off guard, students who normally felt safe at school and in the community.

This behavior from an adult, directed at a group of students is totally unacceptable and must be addressed. This egregious, insulting and racist comment clearly contradicts the Village of Glen Ellyn's own Reaffirming Statements Supporting a Community Free of Racism, Hatred and Bigotry in All Forms. Statements from this Resolution No. 19-04, passed on February 26, of 2019 include:

- "...Village of Glen Ellyn strives to be an inclusive community that champions diversity.....makes room for all faiths, pursues equity, and rejects hatred,"
- ".....one group or individual is supreme over another is not only wrong, but ethically and morally reprehensible;...."
- "....Village of Glen Ellyn shall strive to be a community of justice and peace for all people where the dignity of every human being is respected".

We would encourage each of you to urge our elected Trustees to stand by these statements. As leaders of our community, this is an ideal opportunity for our Trustees to model the appropriate response that is necessary when such an offense occurs. Please recommend that they devote time at their next public meeting to highlight the inappropriateness of this horrible offense. At minimum, we trust that the Trustee's response is in alignment with their own **Community Free of Racism, Hatred and Bigotry in All Forms** statements noted above. They may wish to consider using the attached Glenbard District 87's Equity and Belonging Purpose Statement as a framework and resource.

Again, thank you for your conscientious and dedicated efforts in ensuring respect, esteem and belonging for each and every member of our community.

Sincerely,

A handwritten signature in black ink, appearing to read "David F. Larson".

David F. Larson, Ed.D.
Superintendent of Schools

A handwritten signature in black ink, appearing to read "Margaret DeLaRosa".

Margaret DeLaRosa
President, Board of Education

Encl: Glenbard District 87 Equity and Belonging Purpose Statement

WHERE EXCELLENCE IS TRADITION



Equity + Belonging IN GLENBARD DISTRICT 87

PURPOSE STATEMENT

District 87 is committed to respecting, encouraging, and supporting each student and their individual unique background and life experiences to achieve their education goals. By prioritizing equity, we aim to build an environment where diversity is affirmed and families are valued as esteemed members of our school community. To ensure an equitable system, we have the collective responsibility to be intentional in key areas where equity is at the forefront and aligned to our work.



KEY AREAS OF *Equity Work*

Adhering to all areas aids in advancing measurable equity action. Each area should be respectful of and honor inclusivity for our diverse population.



SYSTEMS

Policies, processes, procedures, initiatives, decision-making, and fiscal responsibility



TEACHING AND LEARNING

Curriculum, resources, instructional approaches, use and consideration of assessments



STUDENT VOICE, CLIMATE AND CULTURE

Positive, authentic and meaningful organizational culture and climate



PROFESSIONAL LEARNING

Continuum of professional learning and growth opportunities



FAMILY AND COMMUNITY AS AGENCY

Partner with families and the community

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This resource guide serves as an informational tool regarding matters of Diversity, Equity, and Inclusion. While it offers valuable insights for fostering an inclusive environment, please be aware of the following:

- The guide is not intended for legal purposes. Always consult with appropriate legal professionals when in doubt.
- The contents might include third-party information, links, and other resources. As time progresses, the accuracy or reliability of such external resources might change.
- The Village of Glen Ellyn and its Community Relations Commission cannot guarantee the accuracy or validity of information

associated with third-party external links found within this guide. Relying on such third-party information is at your own discretion and risk.

We encourage everyone to approach these resources with an open mind and the understanding that creating an inclusive environment is an evolving journey. We're all in this together, striving for a more inclusive Glen Ellyn.

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.

Diversity: Refers to the psychological, physical, and social differences that exist among individuals.

Equity: Ensures fair treatment, access, opportunity, and advancement. It actively identifies and aims to eliminate barriers that have prevented the full participation of certain groups.

Equality: Represents the state of being equal, particularly in terms of status, rights, and opportunities.

Inclusion: Involves creating environments where everyone, regardless of their background or identity, feels fully welcomed, respected, supported, and valued. An inclusive environment values and respects the words, actions, and thoughts of all.

The Village is committed to ensuring no barriers to full participation.

Diversity, Equity, and Inclusion Project: Overview of Findings

In January 2021, various organizations and residents of Glen Ellyn initiated a DEI Initiative, aiming to spark discussions on how the Village can become a more welcoming community. Participants from diverse groups delved into discussions about diversity, equality, equity, and inclusion. Representatives included the 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. Over the span of the initiative, RGW Consulting, LLC, led by Rasheeda Graham Washington, facilitated fifteen panels, discussions, and affinity group conversations, which involved more than 180 community members across 25 hours. Here, we present an executive summary of RGW's Discovery Report. The DEI Initiative was grounded in the belief that the Village of Glen Ellyn thrives when the community collaboratively reflects on its values and functions, using this self-awareness as a lens for growth and discovery. The Village is dedicated to exemplifying its DEI commitment by actively listening to its residents and crafting a cohesive strategy across agencies, rooted in the feedback of its diverse stakeholders.

The DEI Initiative objectives include:

- Participants reflect on the equity journey the village and its entities have undertaken so far, analyzing both aspirational goals and realized outcomes.
- Participants play a vital role in shaping and influencing the perceptions that arise during intersectional listening sessions and subsequent recommendation reporting.
- Participants draw insights from the experiences and information shared throughout the intersectional discovery process.
- Participants are equipped to act upon recommendations that emerge from their engagement in the DEI Initiative's findings.

During various sessions, several recurring themes became evident among participants:

- Concerns about ensuring equal access to village boards and commissions, food security, healthcare, housing, schools, services like libraries and parks, volunteer opportunities, and more, allowing every resident, irrespective of their background, to participate in village decision-making, events, and policymaking.
- Worries that the village's residents, businesses, and leaders might not be adapting to contemporary shifts in politics and demographics.
- Observations that village representation may appear homogeneous and not sufficiently inclusive, potentially sidelining people of color, those from diverse ethnicities, and other backgrounds.
- Concerns that a "Not In My Back Yard" mindset might hinder the village from making progress on pivotal DEI matters, such as affordable housing and food security.

Based on these objectives and concerns, and incorporating feedback from participants, RGW Consulting produced the Discovery Report.

This summary showcases some strengths recognized across various village entities:

- A genuine willingness among village entities and individuals to recognize and address different inequities, whether they're cultural, individual, operational, or systemic, present in the Village.
- A heightened awareness of existing gaps in DEI practices and the necessity to integrate diverse populations into boards,

commissions, administrative staff roles, school districts, community groups, and more. This is particularly crucial given that many of these groups predominantly comprise middle- to upper-class white individuals.

- A strong resolve among leadership and governing bodies to evolve into better community allies by acknowledging areas of improvement and actively striving to establish partnerships deeply rooted in DEI values.

The Discovery Report highlighted several challenges, as summarized below:

- Within the village, there is a tendency for some individuals to marginalize others based on differences such as culture, education, gender, race, and socioeconomic status. This leads to hierarchical power dynamics, evident in the fact that most boards, commissions, and organizations are predominantly led by White men.
- Some community members view DEI as anti-White and anti-American. They argue that predominantly White, middle-class taxpayers should have more influence in decisions than residents from other backgrounds in the Village.
- The challenges of addressing entrenched perspectives on race and diversity in Glen Ellyn result in hesitancy around DEI initiatives. The fear of making mistakes related to DEI, including creating the appearance of diversity without including people in a meaningful way, makes it difficult to motivate diverse community representatives to assume leadership roles.

- In light of these findings, the Discovery Report suggests several action items:
- Pursue ongoing DEI initiatives to foster a sense of belonging among all residents and boost community engagement.
- Establish an equity advisory team comprising diverse representatives from the Village's governing bodies and community organizations to provide insights on processes and protocols.
- Develop a shared DEI terminology among governing bodies, administrations, staff, and community organizations.
- Advocate for the representation of marginalized groups in decision-making processes about DEI definitions, policies, programs, and approaches, ensuring their needs and desires are genuinely understood and addressed.
- Guarantee that communications from the village's governing bodies are accessible to everyone in the village, regardless of ethnicity, race, religion, or socioeconomic status.
- Set procedures and timelines for regularly assessing the impact and effectiveness of DEI initiatives.
- Pinpoint the ideals, intentions, and impacts associated with DEI goals for individuals, organizations, and community entities.
- Integrate DEI objectives into the Village's Comprehensive Plan, as well as into the strategic plans, policies, and procedures of organizations.
- Periodically review and update processes, protocols, and procedures to ensure DEI principles are woven into the fabric of our community.

Glen Ellyn's Community Relations Committee Mission

The Community Relations Commission (CRC) is devoted to bolstering the aspirations of Glen Ellyn, envisioning it as a community that welcomes, respects, and engages everyone in every facet of Village life. These aspirations are realized through active engagement with the community and Village institutions. The CRC sets benchmarks for persistent efforts towards diversity, equality, equity, and inclusion. Additionally, the CRC educates those who live, work, play, and study in the Village, reports on associated initiatives, and acts as a touchpoint for community members.

The key objectives of the Community Relations Commission include:

- Encouraging Inclusivity: Champion policies, programs, events, actions, and communications ensuring Glen Ellyn remains a community where everyone feels welcomed, respected, and engaged. This applies to all aspects of Village life, encompassing employment, commerce, housing, recreation, faith practices, resource access, and civic involvement.
- Promotion and Engagement: The CRC actively engages with the community and its institutions. The Commission communicates benchmarks for continuous efforts in achieving diversity, equality, equity, and inclusion. Additionally, the CRC educates the village populace, updates on related initiatives, and serves as a key point of contact.
- Issue Review: Address and assess concerns related to diversity, equality, equity, and inclusion. These concerns may originate from CRC members, presented by individuals, organizations, or groups, or be requested by the Board of Trustees. A central goal of the CRC is addressing community relation matters and ensuring the fair and equitable treatment of everyone in Glen Ellyn.

- **Additional Responsibilities:** The CRC is prepared to undertake any other functions or responsibilities as delegated by the Board of Trustees.

Diversity, Equity, and Inclusion: Embracing All

Diversity encompasses more than just race. While race is an integral component, true diversity extends beyond that. It reflects every aspect of human difference, including, but not limited to race, ethnicity, creed, color, sex, gender, gender identity, socio-economic status, language, culture, national origin, religion, age, ability, military status, political perspective, and associational preferences ([DEI Definitions, n.d](#)). Each individual is unique, shaped by their own experiences and backgrounds.

Diversity, equity, and inclusion (DEI) represent a framework that champions the just treatment and full participation of everyone, especially within the workplace. It pays particular attention to groups historically marginalized or subjected to discrimination. As the U.S. Department of Housing and Urban Development notes, successful DEI ensures that all members of an organization feel a sense of belonging. Such initiatives, in turn, bolster morale and employee retention.

Recognizing individual attributes is essential, but equally crucial is fostering opportunities for equality and social justice. Affirming differences alone isn't sufficient; proactive steps towards equity are vital. This entails understanding community needs, directing resources judiciously, and fostering equal outcomes for all. In essence, equity means instituting fair and just practices that enable every community member to flourish.

Inclusion further strengthens this commitment, striving for equity and appreciation of diversity. At its heart, inclusion ensures equal access

and opportunities, sidestepping implicit biases, discrimination, and intolerance. For the Village of Glen Ellyn and the Community Relations Commission, empowering the community with pertinent information and resources is a top priority. This DEI Resources Guide represents our earnest endeavor to offer a foundational framework to businesses, community members, and all stakeholders keen on fostering inclusivity.

DEI Defined:

Diversity - Refers to the vast array of communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs that encompass the human experience, including, but not limited to, historically underserved communities.

Equity - The commitment to ensuring fair, just, and impartial treatment of every individual. This means that practices, policies, and procedures are designed in a way that they don't hinder or predict opportunities or outcomes based on one's identity.

Inclusion - The active acknowledgment and appreciation of all backgrounds, ensuring that everyone's unique contributions are seen, valued, and embraced.

Embracing diversity means acknowledging the multitude of identities present in an organization. Here are some facets of diversity you might consider:

- **Gender Diversity:** What's the representation of men, women, and nonbinary individuals in your organization?
- **Age Diversity:** Does your workplace consist mainly of one generation, or is there a blend of age groups?
- **Ethnic Diversity:** Do employees in your organization come from similar cultural backgrounds, or do they represent diverse traditions and experiences?
- **Socio-Economic Diversity:** Does your workforce primarily represent a particular economic class, or are there employees from various economic backgrounds?

- **Religious Diversity:** Beyond acknowledging widely recognized holidays like Christmas, does your organization respect and recognize diverse religious observances and traditions?
- **Sexual Orientation Diversity:** Does your organization use inclusive language when discussing relationships, or is there an over-reliance on terms like "husband" and "wife" instead of more inclusive terms such as "spouse" or "partner"?
- **Physical Ability and Neurodiversity:** Is your organization designed to be accessible to everyone, regardless of physical ability or neurodivergence? Are you compliant with standards like the ADA?

When cultivating an inclusive environment, organizations should reflect on these considerations. It's essential to build workplaces that actively combat both explicit and implicit biases, ensuring every member feels valued and respected.

Why DEI?

According to a study by McKinsey and Company, organizations that prioritize Diversity, Equity, and Inclusion (DEI) tend to be more successful (Hunt, et al 2015). Research has consistently shown a positive correlation between racial and ethnic diversity and enhanced financial performance across various industries.

Here's why DEI matters:

- **Broadened Perspective:** Embracing diversity brings a multitude of perspectives to your organization. This not only resonates with your primary target audience but also allows you to reach previously untapped markets. A diverse team can relate to a wider range of potential clients.

- **Increased Profitability:** The link between a diverse workforce and increased profits underscores the value of varied perspectives in a competitive global economy and market.
- **Employee Satisfaction:** Diversity initiatives promote a sense of belonging among employees. When staff feel valued and believe that their unique insights are recognized, it often results in heightened productivity and engagement.

Encouraging a diverse and inclusive environment benefits everyone—enhancing profitability, employee satisfaction, and overall success.

Implementing Diversity, Equity, and Inclusion Practices

Embracing Diversity, Equity, and Inclusion (DEI) in any organization is a transformative journey. While the intent to cultivate an inclusive environment is often genuine, without the right foundation, such endeavors might not yield the desired outcomes. It's essential to recognize the subtle presence of implicit bias, which can be a barrier to creating an atmosphere of true equity and belonging.

Different strategies can be adopted for DEI integration, but a few foundational elements are pivotal:

1. **Institutional Commitment:** It's paramount that organizations as a whole are committed to the DEI goals. While some resistance to DEI is expected, the onus is on senior leadership to champion these values. The commitment from the top signals to the entire organization that DEI isn't just a formality, but a core value. The growing body of research underscores the profound benefits of such an approach. When leadership is accountable, it catalyzes a positive cascading effect throughout the organization.
2. **Honest Self-Reflection:** A genuine DEI effort starts with an introspective look at the current organizational culture and climate. It's about recognizing where the organization currently stands, which shapes the vision for the future and the path to get there. Engaging senior administration in this process is crucial as they set the organization's tone and direction.

This Diversity, Equity, and Inclusion Guide aims to offer:

1. A blueprint to assess the existing DEI-related institutional culture of your organization,
2. A systematic approach to execute DEI initiatives, and
3. A compilation of valuable DEI literature and resources.

With dedication, introspection, and informed action, your organization can foster a thriving environment that champions diversity, equity, and inclusion.

Understanding the State of Your Organization

The cornerstone of introducing DEI into your organization is conducting an internal DEI Audit. Self-reflection through an analysis of your organization's DEI Strengths, Weaknesses, Opportunities, and Threats (SWOT) provides invaluable insights about the starting point. For assistance in this, consider the following resources:

- [YouTube Tutorial](#)
- [Enterprise Level DEI Audit Guide](#)
- [Diversity Audit Information](#)

In your internal DEI audit, consider addressing the following questions:

- Does your organization genuinely value diversity, inclusion, and equity?
- What concrete measures do we have to promote inclusion?
- Is there equitable representation of all races in your workplace?
- How do you perceive the level of inclusion in your workplace?
- Does the company prioritize DEI at the strategic and operational levels?
- Do our leaders recognize the significance of diversity for employee success?
- Is there a disparity in pay based on gender, race, ethnicity, or sexual identity?

- Are all cultural and racial backgrounds treated with respect in the workplace?
- Do you feel valued and heard within the organization?
- Do you experience a sense of belonging? If not, why?
- How committed is the organization to fostering diverse teams?
- Does our hiring methodology make sure everyone feels welcome, accepted, and treated fairly, or does it unknowingly perpetuate biases?
- Is there a provision in the workplace for diverse needs, such as gender-neutral restrooms, accessible infrastructure for staff with physical challenges, lactation rooms, prayer spaces, etc.?

Post your DEI Audit, it's time to interpret the results, engage in dialogues about findings, and ponder innovative approaches. Form an implementation team, drawing members from various facets of your organization to ensure diverse perspectives.

Forming a DEI TEAM

When assembling a DEI team to assess audit findings and offer insights, it's pivotal that the team mirrors the entirety of your organization. This means including representatives from a broad spectrum, not just from minority groups.

Setting Goals and Objectives

Constructing an inclusive organizational culture demands dedication over time, mirroring the saying "Rome wasn't built in a day." Pursue your DEI objectives with enduring commitment, even if results aren't immediate. While your audit might reveal numerous insights, avoid the temptation to address everything simultaneously. Strategically segment the objectives, progressing from short-term to long-term goals.

Craft goals that are "S.M.A.R.T" – Specific, Measurable, Achievable, Relevant, and Time-bound. Refrain from nebulous objectives; instead, anchor your goals in actionable, measurable tasks. In the DEI sphere, prioritize realistic and tangible objectives that will genuinely foster a more inclusive environment.

[Diversity, Equity, and Inclusion Resources](#)

Discover more about Diversity, Equity, and Inclusion (DEI) and how to effectively integrate these principles into your organization using the resources provided below.

Websites for DEI Insight and Best Practices:

- [Berkeley's DEI Checklist](#)
- [Diversity, Equality, and Inclusion Audit by The California Endowment](#)
- [12 Ways Companies Are Boosting Their DEI](#)

Videos to Deepen Understanding:

- [How Businesses Can Create an Effective DEI Framework](#) from the U.S. Chamber of Commerce

We encourage you to explore these resources and continually seek ways to enhance DEI within the Village of GlenEllyn. Every step taken towards inclusivity and equity creates a stronger, more united community.

