

Lake County Illinois

*Lake County Courthouse and Administrative Complex
18 N. County Street
Waukegan, IL 60085-4351*



Meeting Minutes - Final

Tuesday, May 27, 2025

1:00 PM

**Assembly Room, 10th Floor or register for remote attendance at:
<https://bit.ly/4k45QNK>**

Diversity, Equity and Inclusion Committee

1. Call to Order

Chair Cunningham called the meeting to order at 1:00 p.m.

2. Pledge of Allegiance

Chair Cunningham led the Pledge of Allegiance.

3. Roll Call of Members

Present 4 - Vice Chair Campos, Chair Ross Cunningham, Member Danforth and Member Hewitt

Absent 1 - Member Kyle

**Electronic Attendance: Vice Chair Campos*

Other Attendees

In Person:

Sandy Hart, County Board Chair

Patrice Sutton, County Administrator's Office

RuthAnne Hall, County Administrator's Office

Matt Meyers, County Administrator's Office

Bob Glueckert, Chief County Assessment Officer

Kevin Quinn, Communications

Theresa Glatzhofer, County Board Office

Electronically:

Dr. Adrian Carter, Carter Development Group

Daniel Downer, Equality Institute

Demetrius Willis, Health Department

Bernadette Smith, Equality Institute

Claudia Gilhooley, 19th Judicial Circuit Court

Yvette Albarran, Purchasing

Krista Kennedy, Finance

Abby Krakow, Communications

4. Addenda to the Agenda

There were no additions or amendments to the agenda.

5. Public Comment

There were no comments from the public.

6. Chair's Remarks

Chair Cunningham noted that she is thankful to be back from the hospital. Chair Cunningham also expressed her gratitude to Sandy Hart, County Board Chair, for visiting her and Sara Knizhnik, Board Member, for the plant.

7. Unfinished Business

There was no unfinished business to discuss.

8. New Business

CONSENT AGENDA (Item 8.1)

MINUTES

8.1 25-0398

Committee action approving the Diversity, Equity and Inclusion Committee minutes from February 25, 2025.

Attachments: [DEI 2.25.25 Final Minutes](#)

A motion was made by Member Hewitt, seconded by Member Danforth, that these minutes be approved. The motion carried by the following voice vote:

Aye: 4 - Vice Chair Campos, Chair Ross Cunningham, Member Danforth and Member Hewitt

Absent: 1 - Member Kyle

REGULAR AGENDA

8.2 25-0772

Joint resolution approving a contract with Carter Development Group, LLC, Tamarac, Florida, for an Employee Engagement Organizational Assessment in the amount of \$108,340 and authorizing a line-item transfer in the County Administrator's Office.

Attachments: [RFP 25158 DEI Assessment FINAL](#)
[Final Score Matrix](#)
[2025-05-07 Contract 25158 CLEAN DRAFT \(003\)](#)
[BAFO CarterDevGroup Lake County](#)
[Vendor Disclosure - Carter Development Group 12-15-2025](#)

RuthAnne Hall, Assistant County Administrator, provided an overview of the proposed contract for an Employee Engagement Organizational Assessment, and introduced Dr. Adrian Carter, CEO and Principal Consultant, Carter Development Group. Discussion ensued.

A motion was made by Member Hewitt, seconded by Vice Chair Campos, that this resolution be approved and referred on to the Financial and Administrative Committee. The motion carried by the following roll call vote:

Aye: 3 - Vice Chair Campos, Chair Ross Cunningham and Member Hewitt

Abstain: 1 - Member Danforth

Absent: 1 - Member Kyle

8.3 [25-0773](#)

Presentation and Discussion on United Against Hate.

Attachments: [United Against Hate](#)

RuthAnne Hall, Assistant County Administrator, provided a presentation about United Against Hate. Discussion ensued. The consensus of the majority of the Committee was to proceed with the United Against Hate initiative.

9. County Administrator's Report

There was no County Administrator's report.

10. Executive Session

The Committee did not enter into Executive Session.

11. Member Remarks and Requests

There were no Member remarks or requests.

12. Adjournment

Chair Cunningham adjourned the meeting at 1:39 p.m.

Next Meeting: August 26, 2025

Meeting minutes prepared by Theresa Glatzhofer.

Minutes were approved on October 28, 2025, by the Diversity, Equity and Inclusion Committee.