

Lake County Illinois

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



Meeting Minutes - Final

Wednesday, January 27, 2021

1:00 PM

Meeting held by video conference. Register to virtually attend the meeting at <http://bit.ly/2Ny9AMV>

Watch the meeting at <http://lakecounty.tv/>, Comcast Ch 18 or 30, AT&T Uverse Ch 99, & 18 N County St, Waukegan (10th FL)

Diversity and Inclusion Committee

Pursuant to Section 7(e) of the Illinois Open Meetings Act, the Gubernatorial Disaster Proclamation, and the Written Determination of the Lake County Board Chair, this meeting will be held by audio and video conference.

PUBLIC ATTENDANCE: The public wishing to attend remotely / virtually may: (1) register at the link on the front page of this agenda to attend by audio or video conference or (2) attend remotely on the 10th Floor of the Administrative Tower, 18 N. County Street, Waukegan, Illinois (limited to the number of persons in keeping with social distancing requirements, currently 10 people).

PUBLIC VIEWING: This meeting will be live-streamed at <http://lakecounty.tv/> and on Comcast Channel 18 or 30 and AT&T Channel 99.

PUBLIC COMMENT: The public will be afforded time to comment on matters related to the business of the County Board. Individuals attending remotely / virtually may present their Public Comment during the meeting. Individuals not in attendance may provide written Public Comment that must be received by 3:00 p.m. the day prior to the meeting emailed to PublicComment@Lakecountyil.gov or delivered to the County Board Office 18 N. County Street, Waukegan, Illinois (10th floor). Public Comment on items not on the agenda will be presented at the beginning of the meeting under "Public Comment." Comments on agenda items may be presented during consideration of that item. A total of 30 minutes will be permitted for Public Comment and no more than three minutes per Comment. Public Comment will proceed in the following order: (1) Public Comment by individuals in attendance (on the 10th Floor and then those via the registration link) then (2) written comments in the order they are received. To view County Board Rules, click here: <https://bit.ly/3idRdrV>.

Individuals providing Public Comment will provide the following information:

- * Meeting: Diversity and Inclusion Committee
(Must be the Subject line for written Public Comment)
- * Name: (Required)
- * Street Address, City, State (Optional):
- * Phone Number (Optional):
- * Organization/Agency/etc. Represented (If representing yourself, put "Self"):
- * Topic or Agenda Item # (if applicable) - followed by the written

Comment

Present 5 - Member Casbon, Chair Cunningham, Member Kyle, Member Maine and Vice Chair Wilke

0. [21-0069](#)

Chair's determination of need to meet by audio or video conference.

Attachments: [Determination - Chair Hart 12.30.20](#)

1. Call to Order

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

Present 5 - Chair Cunningham, Vice Chair Wilke, Member Casbon, Member Kyle and Member Maine

Others Present:

Jim Hawkins, County Administrative Office

John Light, Human Resources

Gary Gibson, County Administrative Office

Matt Meyers, County Administrative Office

Cassandra Torstenson, County Administrative Office

Arin Thrower, Communications

Sandy Hart, Board Member

Paul Frank, Board Member

Jessica Vealitzek, Board Member

Jennifer Clark, Board Member

2. Pledge of Allegiance

Chair Cunningham led the Pledge of Allegiance.

3. Roll Call of Members**4. Addenda to the Agenda**

There were no additions or amendments to the agenda.

5. Public Comment (Items not on the agenda)

There were no public comments.

6. Chair's Remarks

Chair Cunningham welcomed 2021 and the committee.

7. Unfinished Business

There was no unfinished business to discuss.

8. New Business**CONSENT AGENDA (Item 8.1)****Approval of Minutes**

8.1 [21-0173](#)

Minutes from July 31, 2020.

Attachments: [D&I 7.31.20 Final Minutes](#)

This matter was approval of minutes

Aye: 4 - Member Casbon, Chair Cunningham, Member Kyle and Member Maine

Not Present: 1 - Vice Chair Wilke

REGULAR AGENDA**8.2 [21-0171](#)**

Update on Workforce Diversity.

Attachments: [Lake County Demographics-1-21-21](#)

John Light, Human Resource Director, gave an overview of the Workforce Diversity with the County. Director Light showed charts of the ethnicity in Lake County of employees and residences. Discussion ensued.

Member Wilke joined the meeting at 1:14 p.m.

8.3 [21-0184](#)

Diversity and Inclusion Calendar - Review of 2021 calendar and discussion on 2022 Calendar.

Attachments: [2021 Diversity Calendar](#)

Jim Hawkins, Deputy County Administrator, gave an overview of the 2021 Diversity and Inclusion Calendar. John Light, Human Resources, gave an overview of African American Awareness Month. The screen saver will have information on African American inventors. A lengthy discussion ensued regarding the calendar being about diversity. The 2022 calendar will be drafted for approval at the next meeting.

8.4 [21-0172](#)

Diversity and Inclusion Policy - Review, Discussion, and Guidance.

Attachments: [Policy1.6-Diversity and Inclusion\(05-07-20\)](#)

John Light, Human Resource Director, gave an overview of the Diversity and Inclusion Policy and asked the committee for suggestions on any changes needed in the policy. The language is in the being worked on for employees having to be required to volunteer.

9. Directors' Reports

There were no Director's Reports.

10. County Administrator's Report

Jim Hawkins, Deputy County Administrator, announced Director John Light would be introducing the Human Resource team as the County Administrator report.

11. Executive Session

There was no Executive Session.

12. Members' Remarks

Member Casbon suggested adding into the values that the County is committed to Diversity and Inclusion. Discussion ensued.

13. Adjournment

Chair Cunningham declared the meeting adjourned at 2:26 p.m.

Next Meeting: TBD

Meeting minutes prepared by Kristy Cechini.

Respectfully submitted,

Chair

Diversity and Inclusion Committee