

Lake County Illinois

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



Meeting Minutes - Final

Thursday, April 15, 2021

11:00 AM

Meeting held by video conference. Register to virtually attend the meeting at <https://bit.ly/322eypa>

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 recorded and 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 be recorded and 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**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 11:00 a.m.

2. Pledge of Allegiance

Chair Cunningham led the Pledge of Allegiance.

3. Roll Call of Members

Present 4 - Chair Ross Cunningham, Member Kyle, Member Maine and Vice Chair Roberts

Absent 1 - Member Casbon

4. Addenda to the Agenda

There was no additions or amendments to the agenda.

5. Public Comment (Items not on the agenda)

There were no public comments.

6. Chair's Remarks

There were no Chair's Remarks.

7. Unfinished Business

There was no unfinished business to discuss.

8. New Business**CONSENT AGENDA (Item 8.1)*****Approval of Minutes*****8.1 21-0589**

Minutes from January 27, 2021.

Attachments: [D&I 1.27.21 Final Minutes](#)

A motion was made by Member Maine, seconded by Member Kyle, that the minutes from January 27, 2021 be approved. The motion carried by the following roll call vote:

Aye: 4 - Chair Ross Cunningham, Member Kyle, Member Maine and Vice Chair Roberts

Absent: 1 - Member Casbon

REGULAR AGENDA**8.2 21-0591**

Joint resolution amending Section 1.6, Diversity and Inclusion, in the Employee Policies and Procedures Manual.

Attachments: [1.6 Diversity and Inclusion - Final 4.29.21.pdf](#)

Jim Hawkins, Deputy County Administrator, gave an overview of the amendments to the Diversity and Inclusion Section in the Employee Policies and Procedures Manual. A discussion ensued.

A motion was made by Member Kyle, seconded by Member Maine, that this resolution be approved and referred on to the Financial and Administrative Committee. Motion carried by the following roll call vote:

Aye: 4 - Chair Ross Cunningham, Member Kyle, Member Maine and Vice Chair Roberts

Absent: 1 - Member Casbon

8.3 [21-0590](#)

Resolution approving the 2022 Lake County Employee Diversity and Inclusion Calendar.

Attachments: [DI 2022 Calendar\(04.15.21\)](#)

Jim Hawkins, Deputy County Administrator, gave an overview of the 2022 Diversity and Inclusion Calendar. Discussion ensued.

The Committee requested that staff remove the term "Native American" and replace it with more appropriate language to recognize Indigenous peoples.

A motion was made by Member Maine, seconded by Member Kyle, that Immigrant Heritage Month be added to the Diversity and Inclusion calendar in July. Motion carried by the following roll call vote:

Aye: 4 - Chair Ross Cunningham, Member Kyle, Member Maine, and Vice Chair Roberts

Absent: 1 - Member Casbon

A motion was made by Member Maine, seconded by Member Kyle, that this resolution be recommended as amended for adoption to the County Board agenda. Motion carried by the following roll call vote:

Aye: 4 - Chair Ross Cunningham, Member Kyle, Member Maine and Vice Chair Roberts

Absent: 1 - Member Casbon

8.4 [21-0629](#)

Lake County Employee Demographics Update.

Attachments: [4.15.21 - Lake County Demographics](#)

John Light, Human Resources Director, gave an overview of the demographics of

employees and residents. Discussion ensued.

9. County Administrator's Report

There was no County Administrator's Report.

10. Executive Session

The Committee did not enter into Executive Session.

11. Members' Remarks

Vice Chair Roberts was appreciative for her appointment as the Vice Chair of the Committee.

12. Adjournment

Chair Cunningham declared the meeting adjourned at 12:03 p.m.

Next Meeting: TBD

Meeting minutes prepared by Kristy Cechini. Edited by Theresa Glatzhofer.

Respectfully submitted,

Chair, Diversity and Inclusion Committee