Virtual Meeting
RAILS Board Equity, Diversity & Inclusion Committee Meeting
January 11, 2022 │1:00 pm

MINUTES

1. Welcome and Call to Order
   Hollister, EDI chairperson, greeted members and called the meeting to order at 1:02 p.m.

1. Roll Call of Members
   Palmisano called the roll of the RAILS Board EDI Committee. Megan Ballengee, Victoria Blackmer, Cristina Bueno, Rosie Camargo, Edith Craig, Nate Gass, Amber Hayes, Dianne Hollister, Sarah McHone-Chase @1:15pm, Michelle Mistalski, Michelle Nielsen-Ott, Andrea Robinson, Leora Siegel, Becky Spratford, Sarah Steiger, Leah White
   Absent: Kristen Rademacher, Anna Wassenaar

2. Recognition of Guests and Announcements
   Ms. Hollister read the following: In accordance with the Governor's Disaster Proclamation, the RAILS Board of Directors finds an in-person meeting is not practical or prudent and believes it is in the best interest of RAILS to hold a virtual meeting to perform essential business.

   Guests in attendance in Burr Ridge: Deirdre Brennan, Monica Harris
   Guests in attendance via Zoom: Joseph Filapek, Stacy Palmisano, Karen Goyer, Biz Lindsay-Ryan, Jody Rubel, Samantha Daly, Diana Rusch, Alex Vancina

3. Public Comments
   There were no public comments.

4. Adoption of the Consent Agenda - Dianne Hollister
   4.1. Adoption of the agenda
   4.2. Approval of the RAILS Board Equity, Diversity, & Inclusion Committee minutes of September 14, 2021
       White moved to approve the consent agenda. Siegel seconded and a roll call was taken: Ayes: Megan Ballengee, Victoria Blackmer, Cristina Bueno, Rosie Camargo, Edith Craig, Nate Gass, Amber Hayes, Dianne Hollister, Sarah McHone-Chase, Michelle Mistalski, Michelle Nielsen-Ott, Andrea Robinson, Leora Siegel, Becky Spratford, Sarah Steiger, Leah White. Nays: none

5. Navigating EDI: Foundational Frameworks
   Lindsay-Ryan gave a foundational training on EDI that discussed belongingness, microaggressions, internalized dominance, and internalized oppression. Also included were the steps in becoming an anti-racist and to acknowledge that there are multiple perspectives. There was a discussion on a frame of reference as to how you grew up, such as your family, where you grew up, your class, religion, and your race. Lindsay-Ryan gave racism narratives. The committee went through a bias exercise and Lindsay-Ryan talked about why we have these automatic biases. Privilege and non-privilege and the realities and obstacles within privilege was discussed. The training also included common myths in navigating diversity and inclusion, such as stereotyping, colorblindness, bias, inevitability and diverting responsibility. Lastly, Lindsay-Ryan went over twenty-three action steps to keep in mind when doing EDI work. The list included, consider belongingness, notice bias, watch yourself and learn from it, pay attention to intersectionality, educate yourself, and don't stop.

6. Unfinished Business
   6.1. EDI Committee Agreement
   Brennan reported that RAILS will prepare a draft of a committee agreement and present it to the committee at the next meeting.

   6.2. I Am Survey
   Harris reviewed the "I AM" demographic survey. The survey was created from a request by members of the committee to look at the identity makeup of the members. The survey will be anonymous, but the aggregate data collected does fall under the Freedom of Information Act. In regard to the first question, "Which of these best describes your gender identity?", there was a suggestion to remove the answer "male" and "female" and leave only "man" and "woman" in both the cisgender and transgender categories. RAILS will make that update. Throughout the document, the response "other" will be changed to "not listed". In reference to the question regarding age, the age options will be updated to increments of five starting at 20 years old and ending at 75 years old. Lindsay-Ryan reviewed the remaining questions and the reasoning behind the language. In the section of disabilities, the language of neurological disability will also include "Neurodiverse". There was an agreement to add a question on highest degree or level of school completed. Also discussed were the categories under the question of racial/ethnic identity specifically relating to the named Asian identities. RAILS will put together a more inclusive list of Asian locations. Harris will make changes and send out an updated draft to the committee for review and additional suggestions.

   6.3. Cohort Model
   Filapek reviewed the draft application for the Cohort Model. The plan is to start promoting the cohort training model to the RAILS members in February/March and the training to begin in the Fall. The application will be used for selection purposes when more people are interested in the training than available space.

7. Reports
   7.1. Committee Chair Report
   Hollister thanked the RAILS staff and the RAILS board for the establishment of this committee and also thanked the committee members for their work and valuable input.

   7.2. Subcommittee Reports
   The subcommittee reports were included in the packet. No questions were asked.

   7.3. RAILS Report
   The RAILS Report included a comprehensive list of EDI work being done by RAILS as well as upcoming continuing education opportunities and services from RAILS as well as other groups. This document will be used going forward to keep the committee informed.

8. Adjournment - Dianne Hollister
   The next EDI Committee meeting is scheduled for March 30, 2022 from 1-3pm. The meeting was adjourned at 3:05pm.

Final vote or action may be taken at the meeting on any agenda item subject matter listed above unless the agenda item specifically states otherwise.