

**Virtual Meeting**  
**RAILS Board Equity, Diversity & Inclusion Committee Meeting**

March 30, 2022 | 1:00 pm

RAILS Burr Ridge and Videoconference Sites  
125 Tower Drive, Burr Ridge, IL 60527 | 630.734.5000

**MINUTES**

1. Welcome and Call to Order

Hollister, EDI chairperson, greeted members and called the meeting to order at 1:04 pm

2. Roll Call of Members

Palmisano called the roll of the RAILS Board EDI Committee. Victoria Blackmer, Cristina Bueno, Rosie Camargo, Edith Craig, Amber Hayes, Dianne Hollister, Sarah McHone-Chase, Michelle Mistalski, Michelle Nielsen-Ott, Kristen Rademacher, Leora Siegel, Sarah Steiger, Anna Wassenaar (@1:09), Leah White

Absent: Megan Ballengee, Nate Gass, Andrea Robinson, Becky Spratford

3. Recognition of Guests and Announcements

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 Burr Ridge: Deirdre Brennan, Joe Filapek, Stacy Palmisano (designated notetaker), Katherine Hence

Guests in East Peoria: Dianne Hollister, Tom Stag

Guests in attendance via Zoom: Biz Lindsay-Ryan, Samantha Daly, Heidi Estrada

4. Public Comments

There were no public comments.

5. Adoption of the Consent Agenda

5.1. Adoption of the Agenda

5.2. Approval of the RAILS Board Equity, Diversity & Inclusion Committee Minutes of January 11, 2022

5.3. Approval of the RAILS Board EDI Programs, Services & Outreach Subcommittee Minutes of December 14, 2021

5.4. Approval of the RAILS Board EDI Recruitment, Hiring & Retention Subcommittee Minutes of December 8, 2021

5.5. Approval of the RAILS Board EDI Staff Training, Leadership & Advocacy Subcommittee Minutes of December 7, 2021

Victoria Blackmer moved to approve the consent agenda. Leah White seconded and a roll call was taken: Ayes: Victoria Blackmer, Cristina Bueno, Rosie Camargo, Edith Craig, Amber Hayes, Dianne Hollister, Sarah McHone-Chase, Michelle Mistalski, Michelle Nielsen-Ott, Kristen Rademacher, Leora Siegel, Sarah Steiger, Anna Wassenaar, Leah White. Nays: none. The motion was unanimously approved.

6. Identity, Culture and Bias Training

EDI Consultant, Lindsay-Ryan went through an exercise using an identity wheel to have members list their identities and how those identities influenced them. Several committee members shared their responses. A TED Talk video was shown titled *The Danger of a Single Story*. Several of the statements from the video were reviewed and discussed. Lindsay-Ryan encouraged the members to think about what assumptions they have made about others with having limited information about them. The training included a review of the three culture levels listed on a culture tree diagram: surface culture, shallow culture and deep culture. Each level of culture was discussed and examples were given. The next part of the training reviewed individualism and collectivism on the topic of culture. The committee completed an exercise on culture, and several committee members shared their answers. Two videos on bias and blind spots was shown. A list of twenty cognitive biases was reviewed including anchoring bias, bandwagon effect, blind-spot bias, and zero-risk bias. The last video showed examples of different types of biases. The committee members selected three biases which they specifically struggle with and several people shared them with the group. Lindsay-Ryan closed the training with a discussion on inclusion and belonging and the benefits of inclusion.
7. Reports
  - 7.1. RAILS Report

Brennan discussed the RAILS report and asked the committee to specifically read the new RAILS Strategic Plan.
8. New Business
  - 8.1. Committee Member Terms & Member Make Up

Brennan asked the committee to review the terms document. This topic will be discussed at the May meeting.
9. Unfinished Business
  - 9.1. I Am Survey

The deadline to fill out the identity survey is April 5. Brennan said that the document is not perfect but will be useful to understand the identities of the committee members.
10. Meeting Recap and Agenda Building for the Next RAILS Board EDI Committee Meeting on May 10, 2022 from 1:00-3:00 pm

On the agenda for the next meeting will be EDI training, a discussion on the results of the I AM survey, the FY2023 meeting schedule and the committee agreement.
11. Adjournment

The meeting adjourned at 3:04 pm

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.