

Minutes of Meeting of Orange Village Committee on Racial Equity, Diversity and Inclusion (“REDI”)

November 9, 2021

Present: Councilman Jud Kline, Chair; Marina Vladova; Dr. Kenneth Bindas; Angela Ugran; Sarah Partington; Elizabeth (Liz) Rich (joined late)

Absent: Louis Burroughs; Marlene Burroughs; Faith Durden; Helen Fineberg; Jennifer Gold; Jason Hill; Rochelle Klein; Scott Lewis; Delores Momon; Nanci Stein; Daniel Sumer; Gwen Walsh

Guest: Anastasia Nichols – *Chagrin Valley Times*

Called to order at 7:11 pm

A regular meeting of the Orange Village Committee on Racial Equity, Diversity and Inclusion (“REDI” or the “Committee”) was held via Zoom on Monday, November 9, 2021. The meeting was called to order by Councilman Jud Kline at 7:11 p.m.

Deferred approval of the minutes of the meeting of the Committee held September 20, 2021. Mr. Kline noted that the “open meeting” notice and disclaimer had been posted and minutes of all Committee meeting were available for inspection after approval.

Mr. Kline opened the meeting with an update on the Committee’s structure. Mr. Kline had requested the Council dissolve the Committee and Working Group in favor of an independent working group with broader participation and fewer restrictions tied to its being a creation of the Council. After consideration, the Council requested the Committee remain in its current form. The members of the working group were incorporated into the Committee, which will create ad hoc committees as needed.

Mr. Kline next addressed a funding request from the Village to be allocated in the 2022 budget. Mr. Kline requested the Village allocate a budget of \$25,000 for the Committee’s activities. The proposal included estimates for a facilitator (\$12,000),

program meetings (\$6,000), communications/publications (\$5,000) and miscellaneous (\$2,000).

Following the budget update, Mr. Kline provided an update on the google documents (REDI Facilitator Suggestions and REDI Criteria for Facilitator). Members were asked to review and provide comments.

Mr. Kline discussed the questionnaire that he circulated to the group prior to the meeting. The survey includes six questions and asks members to provide: opinions on the role of the committee, what they would want the committee to accomplish, how they see their role in the committee, whether there are issues the committee cannot address, dealbreakers for the committee and to list near, mid and long-term goals.

As this was the first time the Working Group and Committee met together, the Committee engaged in a general discussion regarding with how racial, equity, diversity and inclusion issues play out in a national and state level. The Committee discussed the need to focus on how Orange can implement change, which may inspire others to make changes. The group discussed how we define bias before turning to the history of Orange Village. One committee member suggested a sharing villagers' perceptions of events that have occurred in Orange. During the course of the discussion, another committee member inquired if Orange had an affordable housing policy. Mr. Kline did not believe the Village has such a policy and suggested that could be an action item for the Committee – research and present information to the Council on such a proposal.

The final discussion point centered on the Committee's next steps. Mr. Kline encouraged members to think about what we can do and how we can move forward – nothing to grand, think small and keep plugging away.

There being no further business to come before the meeting, upon motion duly made and second, the meeting was adjourned at 8:06 p.m.

The next Committee meeting will be held on Thursday, December 9, 2021. All meetings will be held via Zoom until such time as Council resumes in-person meetings.

Respectfully submitted,
Sarah Partington
Recording Secretary