

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

January 18, 2022

Present: Councilman Jud Kline, Chair; Dr. Kenneth Bindas; Darlene Johnson Cargill; Dr. Faith Durden (joined late); Scott Lewis; Delores Momon (joined at 7:15 pm) Sarah Partington; Elizabeth (Liz) Rich; Marina Vladova; Staci Vincent

Absent: Louis Burroughs; Marlene Burroughs; Helen Fineberg; Jennifer Gold; Jason Hill; Rochelle Klein; Nanci Stein; Daniel Sumer; Gwen Walsh; Angela Ugran

Guest: Anastasia Nichols – *Chagrin Valley Times*; Tameka Taylor (Compass Consulting, joined at 7:17 pm); Liz Roccoforte (Compass Consulting, joined at 7:17 pm)

A regular meeting of the Orange Village Committee on Racial Equity, Diversity and Inclusion (“REDI” or the “Committee”) was held via Zoom on Tuesday, January 18, 2022. The meeting was called to order by Councilman Jud Kline at 7:4 p.m.

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.

Ms. Vladova made a motion to approve the minutes from the December 9, 2021 EC meeting minutes. Dr. Bindas seconded the motion, and the motion was approved. Dr. Bindas made a motion to approve the minutes from the November 9, 2021 EC meeting minutes. Ms. Vincent seconded the motion, and the motion was approved.

Mr. Kline opened the meeting by stating the Committee’s principles. From there, Mr. Kline provided an update on outreach with other communities on a similar journey. Many local communities are addressing equity, justice and inclusion and Mr. Kline will continue to leverage those relationships to see how we may be able to pursue endeavors addressing issues collectively. Additionally, Mr. Kline thanked Ms. Valdova for her efforts to contact vendors interested in facilitating the Committee’s work.

The Committee welcomed Ms. Taylor and Ms. Roccoforte from Compass Consulting Services, LLC. Ms. Taylor provided Compass Consulting's background and experience. The presentation included different techniques and pathways Compass utilizes. The Committee members provided feedback on the Village's strengths and weaknesses; including concerns that some community members may not believe that Orange has an inequality issue. This led to a discussion on previous Committee conversations and the need to share individuals' experiences in our community.

Mr. Kline outlined the contents for a request from Ms. Taylor including providing a narrative of what they propose for Orange and a summary of work they have performed with other communities. Ms. Taylor addressed the issue of facilitating sessions via zoom. While she prefers in-person, they are able to effectively facilitate via zoom if necessary; however, they limit the number of participants.

The Committee discussion shifted to the involvement of the Village Administration with the facilitators. Mr. Kline shared that other communities had their facilitators work with individual groups within the city (i.e., police, service department, fire department, council, etc.). In response, the Committee agreed with the need to expand the reach of the Committee. Committee members agree on the need for change; however, other members of the community may benefit from working with the facilitators. Mr. Kline shared Administration's support for the Committee's work and the Committee reiterated the continued need for the Administration to remain actively involved in the Committee's activities.

The discussion turned to when the timeline for Compass to produce a proposal. Ms. Taylor stated she should be able to provide a timeline during the week of January 24. Finally, the Committee returned to Ms. Taylor's comment that her company is the diversity, equity and inequality expert; however, we are the experts in our community and our individual community experiences. Committee members inquired as to how Ms. Taylor's team engages all participants, so all voices are heard. Final discussion centered on the size of the Committee and how the Administration solicited Committee members. Mr. Kline reiterated that the Committee remains open to new members.

There being no further business to come before the meeting, the meeting was adjourned at 8:26 p.m.

The next Committee meeting will be held on Thursday, February 17, 2022. All meetings will be held via Zoom until such time as Council resumes in-person meetings.

Respectfully submitted,  
Sarah Partington  
Recording Secretary