



# Village of Hanover Park Administration

Municipal Building  
2121 West Lake Street, Hanover Park, IL 60133  
630-823-5600 tel 630-823-5786 fax

hpil.org

Village President  
Rodney S. Craig

Village Clerk  
Eira L. Corral Sepúlveda

Trustees  
Liza Gutierrez  
James Kemper  
Herb Porter  
Bob Prigge  
Rick Roberts  
Sharmin Shahjahan

Village Manager  
Juliana A. Maller

## **VILLAGE OF HANOVER PARK** **PUBLIC NOTICE**

Public Notice is hereby given pursuant to the Open Meetings Act - Illinois Compiled Statutes, Chapter 5, Act 120, Section 1.01 (5 ILCS 120/1.01 et seq.) that the

### **Village Board**

(Name of public body)

SHALL SCHEDULE A SPECIAL MEETING ON *Tuesday, July 21, 2020 AT 6:15 PM*  
AT THE

### **Virtual Meeting**

As the Village of Hanover Park continues to follow social distancing requirements and guidelines established in Governor Pritzker's Restore Illinois Plan: the Governor has issued a disaster declaration related to a public health disaster throughout the State of Illinois; and the Cultural Inclusion and Diversity Committee Chair has determined that an in-person meeting conducted under the Open Meetings act is not practical or prudent because of the disaster, accordingly the Village Board public meeting will be held virtually without the requirement of a quorum being present.

Zoom: <https://zoom.us/j/91768569857>

Dial in option: (312) 626-6799

Meeting ID: 917 6856 9857

(Location)

## **Agenda Attached**

Posted on : 7/17/20 9:00 pm

(Date)

By:

Eira L. Corral Sepúlveda, Village Clerk



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## **VILLAGE OF HANOVER PARK CULTURAL INCLUSION AND DIVERSITY COMMITTEE/COMMISSION** Held pursuant to 7(e) of the Open Meetings Act (5 ILCS 120/7(e))

**Tuesday, July 21, 2020  
6:15 p.m.**

As the Village of Hanover Park continues to follow social distancing requirements and guidelines established in Governor Pritzker's Restore Illinois Plan: the Governor has issued a disaster declaration related to a public health disaster throughout the State of Illinois; and the Cultural Inclusion and Diversity Committee Chair has determined that an in-person meeting conducted under the Open Meetings act is not practical or prudent because of the disaster, accordingly the Village Board public meeting will be held virtually without the requirement of a quorum being present.

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### **AGENDA**

- 1. CALL TO ORDER - ROLL CALL**
- 2. ACCEPTANCE OF AGENDA**
- 3. PRESENTATIONS/ REPORTS:**
  - 3-a. Introduce new member Jesus Salazar
- 4. APPROVAL OF MINUTES:**
  - Approval of June 23, 2020 Meeting Minutes
- 5. ACTION ITEMS:**
  - 5-a. MLK Build Up Day – follow up
  - 5-b. Subcommittee Status Report: Developing framework to understand diversity, equity and inclusion in Hanover Park
  - 5.c. Discussion on scheduling our annual Stakeholders Meeting and Leaders Reception
  - 5.d. Juneteenth Proclamation
- 6. TOWNHALL SESSION:**

Persons wishing to address the public body must register prior to Call to Order. Please note that public comment is limited to 5 minutes per speaker.

**7. OLD BUSINESS (NON-ACTION ITEMS):**

7-a. None Scheduled

**8. NEW BUSINESS (NON-ACTION ITEMS):**

8-a. BLM Black Lives Matter Townhall

**9. ADJOURNMENT**

## Equity and Inclusion Ordinance DRAFT

(1) WHEREAS, Hanover Park is a diverse community. Communities of color and immigrant and  
(2) refugee communities are growing. Today, according to 2018 US Census estimates,  
(3) approximately 1-in-3 residents are foreign-born and 2-in-3 residents are people of color; and

(4) WHEREAS, because of the government's role in serving the public, government is uniquely  
(5) positioned to address unconscious biases, first by recognizing and acknowledging bias, and  
(6) secondly by working to reduce bias, both individually and within government; and

(7) WHEREAS, efforts to address unconscious bias and proactively advance harmony can repair  
(8) and strengthen the relationship between the Village of Hanover Park departments including  
(9) law enforcement and diverse communities, thereby improving service delivery and quality  
of  
(10) life for all members of the communities; and

(11) WHEREAS, the Village recognizes the need to eliminate disparities based on race, and  
(12) ethnicity, national origin, immigration status, English language proficiency, gender, gender  
(13) identity, sexual orientation, religion, socio-economic status, source of income, geographic  
(14) location of residence, familial status, disability, age, physical and mental illnesses, and  
other (15) factors included in the Civil Rights Act of 1964;

(16) WHEREAS, the Corporate Authorities of the Village of Hanover Park recognize our  
collective (17) responsibility to advance community equity and inclusion; and

(18) WHEREAS, Village of Hanover Park has been identified by State of Illinois as a  
(19) Disproportionately Impacted Community; and

(20) WHEREAS the Village will reasonably search for disparities within the Village of Hanover  
(21) Park and incorporate the findings in an equity and inclusion report, make it available to the  
(22) public. The Village shall reasonably work to implement policies, practices, and procedures  
(23) that advance equity and inclusion;

(24) WHEREAS, equity and inclusion will be key priorities internally, and the Village shall work  
(25) externally, with partners in government, private businesses, non-government  
organizations, (26) academia and each community member; and

(27) WHEREAS, achieving equity requires the intentional examination of policies, procedures,  
(28) and practices that, even if they have the appearance of fairness, may nonetheless  
(29) marginalize individuals or groups and perpetuate disparities or injustices; and

(30) WHEREAS, achieving equity requires commitment, collaboration, and clear, transparent  
(31) communication that serve as the primary structures for managing how resources are  
(32) divided and how public services are provided; and

(33) WHEREAS, economic development, job creation, and the stable employment of people in  
(34) our Village are essential to achieving equity.

(35) WHEREAS, In recognizing the Village's diversity, on April 3, 2008, the corporate authorities  
(36) established section 2-551 in the municipal code to create Cultural Inclusion and Diversity  
(37) Committee that "The mission of the cultural inclusion and diversity committee shall be to  
(38) foster and promote understanding, mutual respect, cooperation, and positive relations  
(39) between and among all residents of the village and to create a sense of shared community  
(40) among residents and to affirm the value of each resident."

(41) BE IT RESOLVED THAT equity and inclusion metrics will be incorporated into Village  
strategic  
(42) goals and budgetary planning and all departments will be required to have cultural  
(43) competency training on a regular basis.

(44) BE IT RESOLVED THAT Village of Hanover Park will uphold the Illinois Trust Act, Keep Illinois  
(45) Families Together Act, and Private Detention Facility Moratorium Act, Civil Rights Act of  
(46) 1964, Executive Order 13166, uphold US Department of Justice Open Government  
Directive,  
(47) and other state and federal laws.

(48) BE IT RESOLVED, that Village employees will be barred from threatening to reveal the  
(49) immigration status of a person to federal officials or verbally abusing immigrants based  
(50) solely on their race, citizenship, or country of origin.

(51) BE IT RESOLVED THAT no agency or agent shall expend any time, facilities, equipment,  
(52) information, or other resources of the agency or agent to facilitate the creation,  
(53) publication, or maintenance of any federal program to register individuals present in the  
(54) United States based on their ancestry, national origin, or religion, or the participation of  
any (55) Village residents in such a registry.

(56) BE IT RESOLVED THAT The Village Manager shall provide the Corporate Authorities, on at  
(57) least an annual basis, a formal report on progress in advancing equity and inclusion within  
(58) departments, contractor diversity, workforce diversity, and any other goals as determined  
(59) by the Corporate Authorities. The report may include recommendations regarding  
(60) modifications to those goals, and accountability measures to ensure continued progress  
(61) toward these goals.

(62) BE IT RESOLVED THAT Hanover Park Police Department will comply with T and U Visa  
(63) certification requests from any victim of a qualifying crime in a timely manner. The  
(64) Hanover Park Police Department shall make information available on the process and point  
(65) of contact for certification requests. The Police Department will ensure its employees are  
(66) properly trained and knowledgeable regarding the certification process.

(67) BE IT RESOLVED THAT Hanover Park Police does not and cannot stop someone based solely  
(68) on immigration status and does not participate in **any** immigration enforcement related  
(69) activities. ICE does not use the Hanover Park Police Department's jail to house persons  
(70) solely for immigration related crimes. The decision to contact ICE can only be made with  
(71) supervisor approval after a thorough review of the case. If undocumented, the offender  
(72) will go to a county jail for a bond hearing where it would be the responsibility of ICE to  
(73) locate offender. Hanover Park Police will cooperate with ICE in criminal cases for  
(74) investigative purposes.

#### INFORMATION REGARDING CITIZENSHIP OR IMMIGRATION STATUS

Nothing in this article prohibits any agency or agent from sending to, or receiving from, any local, state, federal agency, information regarding an individual's citizenship or immigration status. All agents shall be instructed that federal law does not allow such a prohibition. "Information regarding an individual's citizenship or immigration status," for purposes of this section, means a statement of the individual's country of citizenship or a statement of the individual's immigration status.

Add:

Appendix--

Illinois Trust Act

Definitions including slides

# Equity & Inclusion Review

December 17, 2019



*Hanover Park*<sup>USA</sup>  
Cultural Inclusion & Diversity Committee

The background is a solid teal color with several overlapping, semi-transparent geometric shapes in a slightly darker shade of teal. These shapes include triangles, quadrilaterals, and lines that intersect to form a complex, abstract pattern. The text is centered in the left half of the image.

# Equity & Inclusion Subcommittee



# Subcommittee Members

Name	Dr. Victoria Akinde	Ray Alvarez	Trustee Sharmin Shahjahan
Hanover Park Residency	22 years	25 years	13 years
Current Position	<ul style="list-style-type: none"> <li>*CIDC Member</li> <li>*Director of Access Services, Schaumburg Township District Library</li> <li>*Adj Instructor/Librarian, Harper College</li> </ul>	<ul style="list-style-type: none"> <li>*CIDC Member</li> <li>*Development Commissioner</li> <li>*Vice Chair, Hanover Township Committee on Youth</li> <li>*Hanover Township Task Force on Diversity and Engagement Member</li> </ul>	<ul style="list-style-type: none"> <li>*CIDC Board Liaison</li> <li>*Hanover Park Trustee</li> <li>*NLC Race, Equity and Leadership Committee Member</li> </ul>
Diversity, Equity, & Inclusion Training & Certifications	<ul style="list-style-type: none"> <li>*Cultural Diversity Facilitator</li> <li>*Harper Leadership Institute 1 year leadership program to identify gaps and create opportunities for students</li> <li>*Cultural Competency &amp; Awareness Training (Dec 18)</li> </ul>	<ul style="list-style-type: none"> <li>*Cultural Competency and Awareness Training (Dec 18)</li> </ul>	<ul style="list-style-type: none"> <li>*HP Workshop (Dec 19)</li> <li>*Cultural Competency &amp; Awareness Training (Dec 18)</li> <li>*REAL 101 &amp; 201 completion</li> <li>*CIDC Training ('12-'13)</li> <li>*Domestic Violence Advocate Training ('05)</li> </ul>
Education	<ul style="list-style-type: none"> <li>BA Human Resource Development</li> <li>MS Library &amp; Information Science</li> <li>Ed.D Educational Leadership</li> </ul>	<ul style="list-style-type: none"> <li>BA in Political Science w Honors &amp; Legal Studies</li> <li>MBA in Finance &amp; Economics</li> </ul>	<ul style="list-style-type: none"> <li>BS in Management (Finance)</li> </ul>



# Research

## Internal

- ✓ August 1 & June 25 Board Workshop Audio
- ✓ August 1 Board Workshop Minutes
- ✓ 2018 Strategic Goals
- ✓ 2018 Communication Plan
- ✓ 2017 A5 Branding Survey Presentation
- ✓ Village Website - Mission/Vision
- ✓ Municipal Code review of CIDC Mission/Vision
- ✓ Police Chief Menough discussion
- ✓ Village Manager Maller discussion
- ✓ HPIL website
- ✓ HP Townhall, June 10

## External

- ✓ Reviewed pro-immigrant bills passed in IL General Assembly
- ✓ Redmond, WA Ordinance
- ✓ Oakland, CA Ordinance
- ✓ Berwyn, IL Ordinance
- ✓ Oak Park, IL Ordinance
- ✓ Seattle, WA Ordinance
- ✓ Evanston, IL Ordinance
- ✓ Equality Indicators - CUNY Institute for State and Local Governance
- ✓ Equity Profile of New Orleans
- ✓ National League of Cities “The Future of Equity in Cities”
- ✓ City of Chicago Office of New Americans website



# Hanover Park

## Mission:

To deliver exceptional municipal services to enhance our high-quality community.

## Vision:

- To be recognized as a great community to live, visit, work and do business.
- Service through innovation.
- Fiscally responsible and transparent.

**Why do we care about  
equity and inclusion?**



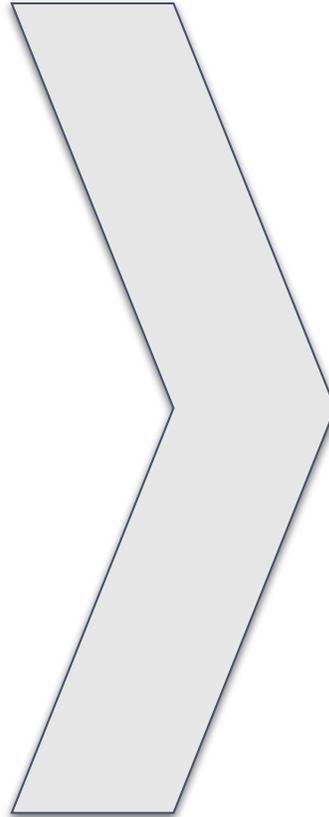
# Equity, Inclusion, & Access index will measure our adherence to our mission and vision

a) To deliver exceptional municipal services to enhance our high-quality community.

- i. Service through innovation
- ii. Transparency
- iii. Fiscally responsible

a) Maintaining a good quality of life

- i. recognized as a great community to live, visit, work and do business



a) To deliver exceptional municipal services to enhance our high-quality community.

- i. Develop and maintain index that quantify equity gaps and tracks our efforts in closing those gaps
- ii. Continually collect feedback through open survey(s) while providing our index to the public.
- iii. Maximize tax dollars to provide more responsive and effective services; closing gaps that exist.

b) Maintaining a good quality of life

- i. Be an equitable and inclusive village that is a great community to live, visit, work, and do business
- ii. Ensure all community members feel safe



# Also, It's the Law

- **Civil Rights Act of 1964** prevents discrimination
- President Clinton's **Executive Order 13166** "Improving Access to Services for Persons with Limited English Proficiency"
- Illinois State Laws like **Trust Act** (outlines law enforcement and ICE interaction), **Keeping Families Together Act** (public schools, medical facilities, public libraries etc remain safe and accessible for all Illinois residents regardless of immigration status)
- U.S. Department of Justice **Open Government Directive**: The Directive instructs agencies to take immediate, specific steps to open their doors and data to the American people.

*Ensuring all residents are able to fairly and equitably access village resources and services will maintain compliance with federal, state, and local laws.*



# Equity, Inclusion, & Access is a Continuous Process

- Long-term commitment from Board
  - Incorporate equity & inclusion into strategic plan goals
  - Ordinance affirming sense of place
  - Actively seek feedback and commitment to provide access to knowledge and resources
- Buy-In from Staff
  - Implement equity & inclusion indicators into staff evaluation and culture
  - Employee survey to measure organizational culture of inclusion
- Funding and resources to sustain goal
  - Equity Officer to evaluate practices, policies, and municipal code to ensure all demographics are treated equally
  - Implement community equity index



# Next Steps



# Recommendations based on Strategic Plan Review

## **Short-Term (within 1 year):**

Create benchmark for recruitment & retention of employees with diverse backgrounds

Aggregate data on community complaints

Highlight 911 anonymous line process

Review procurement practices

## **Mid-Term (1-3 years):**

Community Index: Dedicate funds and resources to quantify gaps driven by stakeholder feedback (Ex. Hanover Township, Seattle, WA)

Resource guide on village website similar to City of Chicago's Office of New Americans

Map ecosystem to realize synergies with community organizations to close equity gaps

## **Long-Term (3-5 years):**

Partner with real estate agents, mortgage officers

Recruitment outreach to address lack of volunteerism and retention issues

▼ Transportation - bus routes throughout Hanover Park, last mile options





# Hanover Park Police Interaction with Immigration & Customs Enforcement

Police Chief Menough affirms that the Village of Hanover Park will uphold the Illinois Trust Act, Keep Illinois Families Together Act, and Private Detention Facility Moratorium Act. Hanover Park has never had a 287(g) agreement that deputize police to act as ICE agents or contracts with private detention facilities; therefore, the last two bills have no impact.

Chief Menough confirmed that Hanover Park Police does not and cannot stop someone based solely on immigration status and does not participate in any immigration enforcement related activities. ICE does not use the Hanover Park Police Department's jail to house persons solely for immigration related crimes.

If undocumented, the offender will go to a county jail for a bond hearing where it would be the responsibility of ICE to locate offender.

Hanover Park Police will cooperate with ICE in criminal cases for investigative purposes.



# Village Board Requests

- ✓ Statement clarifying Village role with ICE interactions
- ✓ Evaluate police implementation of pro-immigrant Illinois bills and equitable treatment
- ✓ Draft an ordinance to demonstrate that Hanover Park is an inclusive community
- ✓ Identify public forum or other methods to share information to immigrant families
- ✓ Address hiring employees from diverse backgrounds

Additional Cultural Inclusion & Diversity Committee Requests to Equity & Inclusion Subcommittee:

- ✓ Explore procurement practices
- ✓ Scope to be proactive and all encompassing instead of solely focusing on on current immigration topic



# Appendix



# Definitions

**Diverse:** Diversity represents the full spectrum of human demographic differences

**Inclusion:** An inclusive village promotes and sustains a sense of belonging where all residents feel involved, feel empowered, and achieve their full potential.

**Equitable:** An equitable village sustains fairness and inclusion, as it leverages its power and resources to dismantle barriers, eliminate inequities where they exist, and improve the wellbeing of all residents.

**Unconscious bias:** Prejudice or unsupported judgments in favor of or against one thing, person, or group as compared to another, in a way that is usually considered unfair.

“An equitable and inclusive village engages all residents, deliberately seeking voices often not heard. Improving outcomes for all by closing gaps, empowering residents, and improving the wellbeing of all residents to make Hanover Park more resilient, more unified, and grow together.”



# Cultural Inclusion & Diversity Committee

Fosters and promotes understanding, mutual respect, cooperation, and positive relations between and among all residents of the Village by creating a sense of shared community among residents and affirming the value of each resident.

- Promote social harmony in the Village and to help deter through educational and action programs prejudice, discrimination, and intolerance, and;
- Promote community involvement, partnerships, and initiates by conducting educational or informational programs to address the cultural diversity within the Village, and;
- Identify cultural and social service needs of the residents of the Village and to work with existing entities to address these needs in the most meaningful way.



# Recognize the Land We Stand On

- Sioux
- Miami
- Potawatomi
- Peoria