



## MINUTES

President and Board of Trustees  
Village of Arlington Heights  
Committee-of-the-Whole  
Virtual Meeting  
Arlington Heights Village Hall  
33 S. Arlington Heights Road  
Arlington Heights, IL 60005  
May 10, 2021  
7:00 PM

### **I. CALL TO ORDER**

- A. In response to the COVID-19 pandemic, this Committee-of-the-Whole meeting will be held virtually, which permits the public to fully participate via their computers or by using their phones.

To participate in the virtual meeting, please review these instructions.

If members of the public prefer, they can comment or ask a question pertaining to the meeting by emailing [rhume@vah.com](mailto:rhume@vah.com) by 3 p.m. on May 10. Please limit your email to 200 words and if your question relates to a specific Agenda item, please note that in the email. Emails will be read at the meeting.

### **II. PLEDGE OF ALLEGIANCE**

### **III. ROLL CALL**

President Hayes and the following Trustees responded to roll: Schwingbeck, Canty, Bertucci, Tinaglia, Grasse, LaBedz, Scaletta, and Baldino.

Also present were: Randy Recklaus, Hart Passman, Mary Rath and Becky Hume.

### **IV. NEW BUSINESS**

- A. Election of President Pro Tem

President Hayes explained the process for the nomination and election of a President Pro Tem. He said after his Code-required selection on Friday of last week, some Trustees indicated that approval of his choice would not occur.

His choice was a man, and the only reason for the lack of support. President Hayes enumerated the many women he has appointed to leadership roles including the appointment of Trustee LaBedz to the Board and the appointment of Trustee Blackwood as President Pro Tem. He said politics had come into this process and was unhappy that the League of Women Voters campaigned for one of their own members. President Hayes disagreed with the assertion that the appointment of a woman was necessary for appearances sake. He suggested taking politics out of the process by changing the way the President Pro Tem is selected either by having a rotating Trustee take the role or having the longest serving Trustee automatically assume the role.

Trustee Bertucci asked how other communities make this decision. He agreed with Mayor to change the process in order to improve upon it. If it has become political, it doesn't send the right message and could interfere with Board relationships.

Mr. Recklaus said in two of his other communities, the most senior member served as President Pro Tem, in the third, it was chosen at the meeting, and often it was the most senior person.

Mr. Passman said a President Pro Tem serves as presiding officer when the Village President isn't at the meeting. A rotating system works for the presiding officer piece of the job. Some communities select a Pro Tem while the person is healthy in case of a future incapacity. Usually it is the senior member of the board of the city council. State Statute does not require the municipality to do this in advance. If it is not pre-arranged, the Board could make the selection at the meeting.

Trustee Canty said she will take the recommendations under advisement. She said the implication that there is no woman on this Board worthy of selection because it would only be because she is a woman, and not because she is as well qualified, is at odds with the work the Board has been doing for the past two years. Diversity doesn't happen by accident and underrepresented groups should be appointed when their qualifications are more or less equal to others. All Trustees serve with dignity and are well qualified to serve in any capacity.

Trustee Schwingbeck said he liked the process we have right now. He would like more dialogue so there is a better understanding of the situation. Looking at a senior member only is not always the best choice. Some people would be uncomfortable running a meeting. It's important for the Mayor to make a recommendation.

Trustee Baldino said his gut reaction is to take the position off the table and to choose someone on the spot. He doesn't have a problem with leaving the system the way it is but if it stays, there should be more discussion. Any of the Board members could serve in this capacity. To turn it into a tug of war is not appropriate.

Trustee Grasse said she was open to seeing what other communities do, but agrees with Trustee Schwingbeck on increasing collaboration and dialogue. As we are focusing on DEI, even choosing a Pro Tem, shows that DEI work is complex. Because we may differ, does not mean this is political. This is a very professional group of people, all of whom are able and qualified.

Trustee Scaletta said he is comfortable with the Village's traditional approach. He said he appreciated that the Mayor is trying to look at it a different way but doesn't want to consider a change based on one situation. He said he wasn't sure how diversity plays into this as it has to be a woman, because the Board is diverse. We don't always need to check a box in everything we do. The Mayor should be able to determine who he/she wants to assist them. To force the Mayor to appoint a woman to check a box, rubs him the wrong way.

Trustee LaBedz said she would need time to consider the possibilities if a change is being considered. She said even if the Board has differences, it should move forward and work together to work for the best and highest interests in the Village.

Mr. Passman said the Code requires President to make a recommendation the Friday before the meeting. Then the Code states 'the Board shall elect a President Pro Tem.' The person has to be elected and have served over 2 years. The provisions from the State presume the mayor is already incapacitated.

Trustee Scaletta said if we cannot come to consensus, it might be easier to choose meeting by meeting.

President Hayes advised a rotating Pro Tem doesn't do the job justice for what it is. The Village needs consistency.

Trustee Schwingbeck said the Trustees need to have conversations with the Mayor and come up with consensus in advance. If something were to happen permanently, who would step in? Mr. Passman said a vacancy is different than Pro Tem. In the case of a vacancy, the Board would elect an Acting President until the next municipal election.

President Hayes said this occurred when Bill Maki was elected judge in 1993. Mike Schroeder was elected as the Acting Mayor to fill the vacancy until he ran again. President Hayes said he had no desire to change the process before, but he also did not have any inclination that his recommendation would not be agreed upon. He said he dreads this decision every two years. This situation has never happened before.

Trustee Canty agreed that we don't want to check a box. No one on the Board is suggesting that someone get recommended because of a diversity issue. Diversity doesn't happen by accident. It is about giving underrepresented groups a chance when the qualifications are equal. It's time to practice what we preach. A rotation doesn't make a lot of sense.

**Trustee Canty moved to elect Robin LaBedz to the office of President Pro Tem. Trustee Schwingbeck seconded the motion.**

Trustee Bertucci asked if the Board has set a priority, he sees three major areas coming up; DEI, infrastructure, and the future of Arlington Park. Some people might have better skill sets based on the issues.

Trustee Baldino said Trustees can weigh in at any time with equal responsibility and weight. The Pro Tem position is not necessarily the basis for making that choice.

Heidi Graham, president of the League of Women Voters, said they do not endorse candidates prior to election, but once they are elected, the League considers itself a trustee of democracy. She said the League wants more diverse representation in Village and the culture begins at the top. What better way to express the commitment to diversity than to elect a woman to the Pro Tem position? To say a woman was given the position because they are women, but not because they are qualified, is dismissive of women.

Trustee Scaletta took exception with what Ms. Graham said. He received a call that the League wanted to support diversity and that is why they supported a woman candidate. He said he was supportive of the motion, only because we need to move on. We have never had problems like this on this Board.

Trustee Tinaglia said no fewer than 4 trustees called and said the only person they would support is a woman. He withdrew his name because he didn't want to have a debate about it. He said he will be a team player and will support Trustee LaBedz as Pro Tem, not because she is a woman or that she deserves it more than him, but because he wants to move on. This is wrong and not the way this Board should behave. He strongly agrees with Mayor Hayes. The process of how this happened and the rallying behind the scenes and campaigning was shameful.

Trustee Bertucci commended Trustee Tinaglia for standing up. He said it feels like we are being pigeon holed that the first person who gets a motion in, gets the vote. The first person to make a motion shouldn't cut the debate about others who might be just as qualified. Why not consider Trustees Scaletta or Schwingbeck? He said he didn't like the situation where Trustee LaBedz or Tinaglia had to defend themselves.

Trustee LaBedz thanked Trustee Tinaglia for his gracious comments. She will put it behind her but wanted to say she did not lobby or politic for this position and she did not like the implications being made. She does not want her name impugned because of this.

Mr. Recklaus read the following letters from residents:

*My name is Emily Morrison and I am a resident of Arlington Heights. I was*

*pleased to see the statement on the Arlington Heights website recently that states Village leadership is committed to "finding new ways to embrace diversity within the community and village government". It is my hope that Mayor Hayes takes this into consideration when selecting a Trustee to be nominated for the position of President Pro Tem. Using the DEI as a lens to select that nominee would be a great first step in putting these words into action. Thank you for your time and consideration.*

*Dear Mayor Hayes and Village Board Trustees, I'm writing today in support of Trustee LaBedz being appointed as this term's Mayor Pro Tem. Trustee LaBedz has not only served admirably representing our Village on the Board and in her community service making her a top contender for the position, but her appointment to this visible position would also send an important and needed signal about the Board's commitment to diversity, equity, and inclusion. Both in her campaigns and in her time on the Board, Trustee LaBedz has promised to represent our Village to the best of her ability. She has proven her best is top-notch. Furthermore, each of you has made a commitment either through your votes or public statements to support the Village's DEI initiatives. As a resident of the Village, I expect my elected officials to live up to their commitments. Respectfully, Austin Mejdrich*

**The question was called:**

**Ayes: Tinaglia, Baldino, Canty, Bertucci, LaBedz, Schwingbeck, Scaletta, Grasse, Hayes**

**Nayes: None**

**The motion: passed**

**B. DEI Discussion & Update**

Mr. Recklaus said progress is being made on the DEI initiative. The Village is taking some general steps in the area of DEI. We have altered the job description slightly for the vacant Communications Coordinator to Communications and Outreach Coordinator. Part of the new person's responsibilities will be to work with department directors to engage in meaningful proactive outreach to non-majority groups in the community in addition to the regular community outreach that we do today. To make this work, we will be shedding some of this position's current responsibilities in the Special Events area to other staff members.

In order to supplement existing staff and help coordinate some of the new DEI projects, the HR Department will be hiring a new Graduate School Intern in the next month. Their focus will be on supporting the overall DEI effort. HR has also formed an employee workforce committee to deal with issues of DEI within the organization and to address issues identified in the employee survey. The HR Department will be coordinating disabilities awareness training starting next Tuesday to help our organization become more able to accommodate individuals with disabilities as employees and customers. The Department will also be conducting an audit of the demographics of Board and Commission members as well.

The Finance Department will be looking at ways to make our procurement process more inclusive including advertising RFPs on websites for women and minority owned firms. The HHS Department will also play a larger role in our DEI efforts in coming months, particularly in the area of community outreach. They have already begun a new campaign to ensure fair access to the Covid-19 vaccine. They have conducted targeted promotions to 30 different groups that represent various minorities and traditionally underserved populations regarding the vaccine to date.

## **Report Recommendation Status**

Ms. Rath presented the following internal updates:

**1. Develop a strategy for a more diverse and inclusive recruitment in order to improve diverse representation for the Village.** The Village has made progress in this area over the past year. The Village always strives to hire the very best candidates to fill any open position. However, we want to expand our candidate pool as much as possible and recognize the value that diversity of background and perspective brings to any team. The Northwest Suburban Law Enforcement Recruitment Taskforce held a virtual event in March to highlight law enforcement as a profession and to help educate the attendees on how to navigate the recruitment process and what to expect in a career in law enforcement. In addition to this effort, the Village's hiring process is being reviewed to expand the candidate pool for police officers. One change recently put into effect to the Village testing process is to allow points for military service in lieu of college credits. Other changes are being reviewed as well.

The Fire Department is also making changes to broaden and enlarge their pool of candidates. In the most recent testing process, preference points for firefighter have been modified to allow candidates without specific fire training to be placed on the hiring list if they do well enough in other areas. In addition, a virtual written test and orientation was used, which broadened the geographic area from which we drew candidates, increasing the number of participants from the previous test.

The HR Department is also changing its practices for the recruitment of nonsworn positions. New partner websites and social media are being used to reach a broader audience for job listings. Candidates are also encouraged to learn more about the Village's organization values as part of the hiring process by visiting the Village's website. The Village is participating in a virtual job fair as well.

In the past year as result of these changes, the percentage of minority hires has increased organization wide from the previous year. This work continues.

**2. Specifically designate DEI as a performance management requirement in annual workplans and evaluations for Village leaders.** This month, Staff added a new section to the performance evaluations of members conducted for the Senior Management Team as

shown below:

Core Competency – Diversity and Inclusion How the Employee Performs, comments related to below examples.

Creates and maintains a diverse, equitable, and inclusive environment for all employees within their department. Conducts Village business in the community in a manner that contributes to the equitable treatment and inclusion of all residents. Explores and encourages the diverse perspectives, backgrounds, and viewpoints of employees to ensure that all viable solutions to problems are explored. Maintains an environment free of harassment, bullying, and abrasive behavior. Reinforces the importance of being aware of one's own unconscious bias exhibited through training, on-going communication with staff or other areas. Challenges (their) own biases and encourages others to be aware of their own pre-conceived leanings.

With this addition, Diversity and Inclusion is now considered a core competency for the Village's senior leadership team. A similar section will be added to the evaluation instrument of other employees in the coming months.

**3. Integrate elements of diversity and inclusion as ratable performance objectives in occupational groups and supervisors.**

Ratable group measures and goals are being discussed as part of the coming year's planning process.

Mr. Recklaus presented the following community options:

**4. The Board of Trustees may wish to explore the feasibility of enacting a proactive policy that prohibits or otherwise provides legal remedy for bias related, non-criminal calls for police service.**

The Police Department will be researching the Department's experience with "profiling by proxy" and providing some analysis on this issue later in 2021.

**5. The Village should consider outreach to the community and seek participation and engagement with a diverse representation of residents and businesses in establishing expected norms in the community.**

See number 4. Additional analysis and discussion will be provided to the Board on this issue later in 2021.

**6. Consider engaging in a public service communication campaign related to profiling by proxy.**

See number 4. Additional analysis and discussion will be provided to the Board on this issue later in 2021.

**7. Develop an online format on the Village's website to create a venue for community members with opportunities to engage in communication regarding concerns, complaints, and commendations for exception service.**

This will be a task given to the new Communications and Outreach Coordinator, when hired.

**8. Create an online format for filing complaints or concerns directly**

**with the Police Department that includes an overview of Standard Operating Procedures regarding the internal affairs process, etc.**

With the passage of the new Illinois Safe T Act (HB 3653) a number of changes will be going into effect regarding internal affairs investigations and reporting requirements. Once policies and procedures have been updated we will be working on this recommendation.

**9. Develop an outreach strategy to the community to solicit active involvement and engagement from residents in prioritization of decision making regarding public works and infrastructure improvement.**

The Village already provides an online survey to residents to help identify infrastructure needs in their neighborhood and bases prioritization on regular, data-based assessments of each neighborhood. However, we will be discussing a more pro-active approach in the coming planning cycle as some key staff positions are filled.

Ms. Rath presented the following internal options:

**10. Consider proactive strategies to neutralize what may be perceived by women and employees of who identify as female to be a less than welcoming work environment compared to their male counterparts.**

Based on the results of the employee survey conducted by the consultant last year, HR conducted a follow up survey on issues of women in the workplace. An employee workforce group has been formed to discuss the results and identify ways to make the workplace welcoming to all. The follow up survey results will be the topic of an upcoming senior management team meeting.

**11. Consider adopting a respectful workplace principles statement.**

This item will be discussed by the employee workgroup and HR.

**12. Consider cultural competency training for professional groups most likely to engage directly with community members.**

Staff is talking to counterparts in other communities about their experience with and recommendation on vendors for cultural competency training. This training will be area of focus for the coming year.

**13. Consider seeking employees who have language ability that aligns with those communities in Arlington Heights where English is not their first language.**

Current staff members speak 19 languages other than English. Language ability is an area of consideration for new hires currently and a number of multi-lingual employees have been hired in the past year. We will be focusing on the current language gaps for the organization as part of this effort.

Mr. Recklaus said the following could be pursued as well:

**14. As part of a comprehensive strategic planning process, recruit participation of community members who represent diverse populations within the Village in order to ensure that multiple**



**perspectives are considered in determining priorities for service delivery and policy making.**

**15. Consider establishing community focused workshop on topics of interest to the community related to government services and initiatives. Consider a strategic community outreach program that emphasizes respectful communication and engagement between community and government to bridge perceptions of a gap that may be related to DEI.** Staff has been in discussions with the Arlington Heights Memorial Library to hold joint programming this summer and fall related to the Village's DEI efforts as well as engage the community in discussions on DEI within the community in general. We hope to hold the first session in August of this year.

### **Community DEI Workgroups Models**

Mr. Recklaus said some participants in the community DEI discussion have advocated for the creation of a new commission to handle DEI issues within the community, others have called for an ad hoc working committee that can work on the implementation of the plan, but not necessarily be a permanent entity. There are a number of models that the Village Board can consider as part of this discussion. According to the Northwest Municipal Conference recent survey, 9 of 35 communities had active Human Rights or Relations Commission that dealt with issues of Diversity, Equity, and Inclusion. Any decision to create a new workgroup should be given a lot of thought.

Creating a commission with an unclear role, or that has no clear real responsibilities can confuse a discussion rather than contribute meaningfully to it. In particular, the role, scope of responsibility, make-up, and interface with other groups must be well defined in advance. In addition, the Village's work in the realm of DEI cannot be isolated to any one workgroup and thus cooperation with other commissions, Village departments, and organizations is key. No one group can "own" an issue like DEI.

**Concept 1:** Creation of a Human Rights or DEI Commission-Under this model a new commission would be formed to work on DEI issues. Village Commissions are appointed by the Mayor with the advice and consent of the Village Board. Some of the tasks that other communities' commissions have taken on include:

Serve as a resource and liaison to the Staff, Village Board, and community at large on DEI Issues;

- Serve as a forum for members of the community to raise issues related to DEI in the community;
- Identify ways to remove barriers to service for residents of all abilities and disabilities, class, race, age, educational background, religion, gender, sexual orientation, and geographic origin;
- Develop a Human Services Map and Asset Calendar;
- Host community discussions to help develop stronger partnerships;
- Help develop strategies for improving community race relations;

- Support and promote special events put on by other groups in the DEI sphere;
- Conduct targeted outreach meetings with marginalized groups to ensure their voices are heard by policy makers;
- Identify and celebrate success in the community related to DEI and Human Relations;
- Host Cultural Celebrations and Diversity Awareness Events; and
- Host food drives, clothes closets, etc.

These tasks are illustrative of the types of responsibilities other commission have and not necessarily a recommendation for a new commission in Arlington Heights. Staff did not find any commission that had any kind of prescribed proportional representation of groups within the community, but multiple commissions indicated that their stated goal was to have the membership be reflective of their community's demographics.

One thing to consider, is that the Citizens with Disabilities Commission, Housing Commission, and Senior Citizens Commission also do work in the DEI sphere. Given overlapping roles, care would have to be given to ensure that the four Commissions did not duplicate their efforts, and that the new commission would not overshadow the efforts of the other three, or try to direct the activities of the them. As an alternative to a brand-new commission, the Village could expand the role of an existing commission to take on a broader role. For example, the Housing Commission, could be changed to a "Human Relations" or similar title retaining both its current responsibilities and adding new ones.

**Concept 2:** Hybrid DEI Community Taskforce. As an alternative to a new commission, a community taskforce could be developed. This body could have representation from the Citizens with Disabilities, Housing, and/or Senior Commissions, other organizational groups within the community, citizens at large, and representatives of other local government agencies such the School District and the Library. Such a taskforce could leverage the unique capabilities and perspectives of each organization or commission that is represented, as well as gain perspectives from citizen at large members to forward the goals stated within the DEI report or any other goals given the group by the participating membership. The taskforce could focus solely on the completion of specific goals in a specific timeframe or could continue to exist indefinitely discussing DEI issues as they arise.

**Concept 3:** Local Government Staff Taskforce. Another option would be the creation of a simple staff workgroup with representatives from the School Districts, the Library, Park District, and Village. This group would be easy to form and would still be able to leverage the unique capabilities and perspectives of each organization. It would not be able to benefit from public participation to the same extent as options 1 and 2.

## **Discussion**

President Hayes said diversity is on the strategic priority list for the Board.

We may not agree on how to accomplish the goal of diversity, but there is a desire for enhancing and improving it. He said he was not in favor of a permanent commission because it is hard to define at the municipal level. Next are the questions of who should be on it, what role does it have, and where does it fit in from an authority position. More informal work groups and study groups including members of the community would be the right situation for him.

Trustee Tinaglia said he agreed with working with community partners and organizing a community workshop group with residents, one that is not solely sponsored by the Village. This is bigger and broader, so larger participation makes more sense. He asked if there is any financial benefit to hiring minority or women owned businesses. Mr. Recklaus said he didn't know, but will look into it. Trustee Tinaglia said the Village needs to be as reasonable as it can, but he did not want to check boxes. He does not want quotas or to be obligated to hire a consultant or employee. He wants the best candidates for our tax dollars.

Mr. Recklaus said the aim is to get the best candidate. However, we are now valuing perspective. If there are two equal candidates, the one with a new perspective is a benefit to the organization, but it doesn't mean lowering the standards.

Trustee Baldino asked if we track the minority/women owned information. Mr. Recklaus said no. Trustee Baldino said the ability to bring in different perspectives and abilities has value. It would be good to find out what we don't know so we should start tracking this information. He said he was supportive of a community group task force with other units of government because it offers the most flexibility. He asked how communication back to the Board would work. Mr. Recklaus said we will have to build a mechanism where a report or recommendations are issued on a regular basis.

Trustee Grasse was intrigued with the task force model to bring together many different parts of the community. She said she was still interested in a commission, but warned there is no end point. She liked the idea of changing the name from Housing to Human Rights/Relations. Skokie has a 21-member Human Rights commission. She would like to make this something where we are stronger in our differences so stronger together.

President Hayes cautioned it is difficult reaching consensus with 9, very hard with 21.

Trustee Grasse agreed, saying an exciting part about DEI work is the importance of listening and collaborating.

Trustee LaBedz asked how people who are not linked or for whom English is not their primary language will be reached. Mr. Recklaus said one size does not fit all and the Village will have to make connections in addition to the usual electronic communication. Trustee LaBedz said she liked the task force idea. She wants something that is inclusive with residents and other

government bodies. Some people might not feel comfortable in a Village controlled meeting. She said she was concerned about the checking the boxes talk. If there are 3 candidates that are equal and one is a minority, if they get selected, does that mean a box was checked? She expressed worry that there will be a perception that this is the case. It also implies that we are not hiring the best people. We have to look out for our unconscious biases. We are not always aware of them.

Trustee Bertucci said he wants to be careful that by checking one box we are not unchecking another one. He wants to be sensitive to seniors and doesn't want what we have done with/for seniors to be put in the backseat. He said he supports a community and/or staff workforce.

Trustee Scaletta said he was supportive of working with the other taxing bodies because we need to be on the same page. The Board has the ball right now. For DEI to be effective, all organizations need to do their part. We should be inclusive of those who want to be included.

Trustee Schwingbeck liked the approach of the task force with the other taxing bodies. He said he needs to listen to the DEI discussions, Trustees and residents. Whatever we set up, it's important that we all listen and try and understand what we are working on.

Trustee Canty said she has been called a token throughout her lifetime. If we have to tell people we are welcoming, we are probably not as welcoming as we think we are. She recommended putting out proclamations on all the diverse issues. We don't have to tell people, let's show them. DEI needs to be a part of every decision that we make. We will always be able to justify something isn't in support of DEI if we look at it in a vacuum. Broad based work will get quick wins. We should explore long term solutions too. She is in favor of all the ideas put forward. She said we should try and get the entire village involved, but do what we can control too.

Mr. Recklaus summarized that the strongest consensus was for the community task force model. He will gauge interest from the community partners informally and get feedback on how it would be approached. He will suggest that different facilities host events and that they be open to the public.

Trustee Schwingbeck asked if we can make a proclamation for Pride month in June. Mr. Recklaus said the Village doesn't have a strict policy on it but we have recognized issues in the past. If the will of the Board is to do a proclamation or resolution we can do it. He offered to look into establishing some guidelines or rules.

President Hayes said he gets requests every day, and it is hard to balance them. He tries to be careful about the proclamations he does sign. He said he chooses items that are not controversial and wouldn't want to have to go to the Board on every request.

Trustee Canty liked the Pride proclamation idea, a structure or process would be worth it. She did not agree that previous proclamations have been without controversy and she recalled at least one. June is a great first opportunity.

Trustee LaBedz supported a proclamation for gay pride month. For her, it's on the same level as Black History, Asian Pacific Islander, or Women's History. The library had a display in the 90's on gay pride, it was supposed to be controversial, and there were anonymous letters received, but no one against it showed up to their Board meeting to complain.

Trustee Baldino agreed with recognizing Pride month.

Trustee Grasse supported a proclamation for Pride month. The importance is seeing valuing and making space for the differences between us. She did not want to lean on too many individuals but make processes within organizations so that everyone belongs.

Trustee Bertucci was also in support of the proclamation for Pride month. He cautioned how many proclamation requests could be managed. He didn't want to do things prematurely or create more work for staff with resources we don't have.

Mr. Recklaus said it is easy enough to do a little research and come up for some ways to identify the ways and come up with a calendar. Drafting them is not hard. He said he heard consensus to begin with a Pride month proclamation. If the Board wants to do work prior to June 7, we can. Or we can use canned Pride month proclamation.

President Hayes directed staff to work on the language and put it on the Agenda for the next meeting.

Trustee Scaletta said there needs to be a protocol for proclamations and they need to mean something, so too many would not be to his liking.

Resident Karine Fiori said she hoped there would be a simple process for approving the proclamation for Pride month. It shouldn't require any discussion, and she hoped the Board would vote to make that proclamation happen tonight.

Mr. Recklaus summarized that he will refine the task force concept and undertake preliminary conversations with community partners. Staff will draft language for a Pride month proclamation for June and research the issue of proclamations more broadly with an organized policy.

## **V. OTHER BUSINESS**

## **VI. ADJOURNMENT**

Trustee Baldino moved to adjourn at 9:57 p.m. Trustee Scaletta seconded the motion.

Ayes: Scaletta, LaBedz, Grasse, Canty, Schwingbeck, Baldino, Tinaglia,  
Bertucci. Hayes.  
The motion: Passed

Becky Hume  
Village Clerk  
Village of Arlington Heights