



Agenda
Human Relations Commission
February 14, 2019, 6:30 P.M.
Village Committee Room
3930 North Murray Avenue, Shorewood, WI

1. Call to order
2. Consider Approval of January 10, 2019 minutes
3. Public Comments
4. Discuss Observations in the Community
5. Staff Liaison Updates
6. Report from Sub-committee Groups
 - a. Education, Programming, and Outreach
 - b. Process, Policy, and Legislative Review
 - c. Data Analytics, Documentation, and Reporting
7. Future Agenda Topics and Speakers
8. Adjournment

DATED at Shorewood, Wisconsin, this 7th day of February, 2019,

VILLAGE OF SHOREWOOD
Sara Bruckman, CMC/WCMC
Village Clerk

It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality may be in attendance at the above stated meeting to gather information; no action will be taken by any governmental body at the above stated meeting other than the governmental body specifically referred to above in this notice. Should you have any questions or comments regarding any items on this agenda, please contact the Village Manager's Office at 847-2700. Upon reasonable notice, efforts will be made to accommodate the needs of disabled individuals.



Human Relations Commission

Minutes

January 10, 2019 6:30 P.M.

Village Hall

3930 N. Murray Avenue, Shorewood, WI 53211

1. Call to order.

The meeting was called to order at 6:34 p.m.

Members present: Kerri Balliet, McKenzie Edmonds, Sharveta Parker, Sarah Spencer, Jesse Dercks, and Gladys Mitchell-Walthour (arrived 6:37 p.m.)

Others present: Assistant Village Manager Tyler Burkart, Trustee Ann McKaig, Trustee Wesley Warren, School Board Member Lance Weinhardt, Marian Ninneman, Charlie Desando, Matt Weiss, Ana Belen Duran, Natraj Shanker

Members not present: Students Members Mira Lee Prabhu and Julia Appel, Shavonda Sisson

2. Introductions

Since this was the first Commission meeting with the sub-committee members, everyone introduced themselves to one another.

3. Consider Approval of November 8, 2018 minutes

Ms. Edmonds moved to approve the November 8, 2018 minutes. Motion seconded by Ms. Spencer. Motion approved by a 5-0 vote.

4. Public Comments

Ms. Balliet announced Vel Phillips Dream Bigger Dreams on February 18. Public Tr. McKaig announced the Public Library is hosting a Reading Race discussion on Martin Luther King Jr. Day.

5. Discuss Observations in the Community

Ms. Spencer brought up some recent discussions centered on race and diversity by the Shorewood School District. She identified some items outlined in the School District's recent annual vision report.

6. Staff Liaison Updates

Mr. Burkart informed the Commission the annual prioritization process will begin shortly. Ms. Parker as the chair will be invited to meet with all the other chairs to collaborate on issues and learn more about the prioritization process for 2019. Mr. Weinhardt announced that next Tuesday the School Board is considering making some policy changes involving curriculum, communication, hiring, and some human relation topics. The School District study results on African American students in the Shorewood Schools is posted online and will be distributed to Commission members after the meeting. Student voting will be added to the February business meeting. Mr. Burkart will also inform the Commission of future Reading Race scheduling dates with the Library so not both those events and the HRC meetings occur at the same time. Mr.

Burkart reminded the Commission about the Attendance Policy. Next meeting will be February 14 and all members are asked to wear red.

7. Break out into Sub-Committee Groups

Mr. Burkart proposed the idea of the sub-committees will meet every other month after a 15-20 minute business meeting. For these meetings, the sub-committees will adjourn after concluding their small groups and provide Mr. Burkart a short summary via email. Mr. Burkart will then include those summaries via email to the Commission and sub-committees as well as include in the next agenda packet. The other months the HRC will have business meetings and sub-committees will then provide a verbal update at the end of the meetings. The Commission expressed support for this plan.

8. Adjournment.

Ms. Edmonds moved to adjourn the meeting. Motion seconded by Ms. Parker. Motion approved by 6-0 vote. Meeting adjourned at 7:01 p.m.

Respectfully submitted by,

Tyler Burkart
Assistant Village Manager

Education, Programming and Outreach Sub-Committee Notes

January 10, 2019

Present: Kerri Balliet, Gladys Mitchell-Walthour, Sarah Spencer, Charlie Desando, Natraj Shanker

We combined some of the goals of this subcommittee and we prioritized goals.

- **1st priority** Education on alternatives to calling the police and identify when those instances may be and provide police an opportunity to share how they do things and engage in community discussions.

Sarah will contact Officer Tom about meeting with our sub-committee. She will also send us an email about the Race Forum.

The sub-committee is interested in reaching out to the Shorewood police department and in engaging the Shorewood community about issues related to police officers.

Charlie mentioned the Greater Milwaukee Foundation's "On the Table." This event allows people to have discussions with people they do not know across the city of Milwaukee. The sub-committee would like to organize an "On the Table" event for Shorewood residents. Events are held in September.

- **2nd priority** Educational awareness of pronouns for gender and transgender populations. (We also considered combining this goal with the policy group's goal to review potential ordinance language to address conversion therapy.)

Kerri will reach out to Jen Murray (UWM) to ask if she can speak about Transgender issues in February or March.

Kerri also mentioned Professional Dimensions (an organization of women business owners) and if the sub-committee can be involved in the future. They have a diversity summit January 23rd.

- **Other goals:** Formalize outreach process with the public (i.e. social media)

The sub-committee asked Tyler if we can have a link from the Shorewood website. Tyler said this is possible. Natraj also asked Tyler if we can have events added to the Shorewood calendar and Tyler said yes.

- Education on cultural competence. This may include a summit that engages discussions on diversity. This may also be directed towards Village staff and volunteer committees. Reach out to teachers and the schools to integrate educational components from the Commission.

The sub-committee discussed being present at the Race Forum as this is an event that will discuss diversity and engages the community.

- Review and propose new structure for a Welcome New Neighbors program.

Jenny Hayden used to be over this program. The sub-committee wants to make sure renters are included. Landlords need to let the Welcome New Neighbors staff know when new people move into their buildings.

Tyler Burkart

From: McKenzie Sky Edmonds <mckenzieskyedmonds@gmail.com>
Sent: Friday, January 18, 2019 1:50 PM
To: Tyler Burkart
Subject: HRC Data sub-committee notes

Hi Tyler:

Below are the notes from the data sub-committee for HRC. Thank you for the support you give us. We all enjoyed learning about your hire process for the Village. On a personal level, I was fascinated by it! As a commissioner, it was really helpful to hear as we're beginning to discuss policies, procedures and the roles they play in all levels of government.

Have a great weekend!

McKenzie

Goals:

1. Clearly define baseline by determining what data is currently available for the public. This includes: village, police, schools, business and residential.
2. Determine mechanisms to gather information.
3. Data initiatives will be determined by requests of the education and policy sub-committees to support their projects and goals.
4. Create a data and resource bank for people within and outside the community to access.
 1. Create a plan to share and market data bank.

Action Items:

1. Sub-committee members are to each research public data sources available with a focus on individual line data to bring to next meeting. If unable to find, please bring aggregated data.
2. J.D. will ask for information available to public from Shorewood Police Department.
3. J.D. will ask for more information on current internal audit processes and policy of Village.

Staff Request and Recommendations:

1. Review survey questions to be asked by Village and support analysis of results.
2. Analyze mechanisms to improve communication with residents who live in rental housing.