



AT THE EDGE OF THE CITY AND
THE HEART OF EVERYTHING

Shorewood Bi-Board Committee Meeting
September 1, 2022
4:00 p.m. - 5:30 pm
Shorewood Village Hall, 2nd floor Committee Room
3930 N. Murray Ave, Shorewood, WI 53211

Agenda

1. Call to Order and Statement of Purpose.
 - a. Welcome
 - b. Statement of Purpose: *The Shorewood Bi-Board is a voluntary means of identifying and exploring common interests between the Shorewood Village Board and the Shorewood School Board of Directors. It is a working committee with no decision-making power that would replace board action. Outcomes are reported to each board and considered when action is required. All meetings will be publicly noticed. Public comment is invited in writing and will be included in minutes.*
2. Roll call
3. Review and approve 8/15/22 Meeting Summary and President McKaig Report to Village Board. Attachments.
4. Review and adopt resources to foster social cohesion to dismantle racism. Attachment.
5. Discuss and consider next steps. Attachment forthcoming.
6. Adjourn.

Should you have any questions or comments regarding any items on this agenda, contact the Manager's Office at 414-847-2701. It is possible that members of and possibly a quorum of members of other governmental bodies of the municipality and school district, including but not limited to the Village Board and School District Board, may attend 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. Upon reasonable notice, efforts will be made to accommodate the needs of all individuals.

Shorewood Bi-Board 8.15.22 Meeting Summary - prepared by Ann McKaig
August 15, 2022

Representatives Present: Paru Shah, Ellen Eckman, Ann McKaig,
In Attendance: Kathy Stokebrand, Eric Couto, Rebecca Ewald
Guests: Jeff Roman, Director Office of Equity, Milwaukee County, Kristen Vogel, Milwaukee
County Office of Equity

Agenda Item: Discussion of collective definitions, guidelines, and practice to address racism and
promote anti-racism environments.

4:06-5:30pm - Ann McKaig (AM) opened the meetings with introductions, shared information on
events leading this agenda item and aligns with the County Executives Strategy Plan for Equity
and the strategy team Dismantling Barriers to Diverse and Inclusive Communities.

AM offered the following information:

What is the Shorewood Bi-Board:

Historically, a voluntary means of identifying and exploring common interests, working group, no
decision-making power, takes outcomes back to entity for any needed action. Publicly noticed.
Not included in ordinance, has been active/inactive. E. Eckman shared historical memory- 20
yrs of bi-board activity in different forms.

Purpose of Meeting: Follow through on interest in using Bi-Board to improve responses to
racism on a social and interpersonal level across Shorewood schools and community.

Today's Meeting Goal: Use the bi-board membership as a collaborative body to review AM's
"asks & suggestions" at June & July school board meetings, gauge interest and capacity for
them, agree on operationalizing interest and capacity.

Today's Meeting Objective:

Achieve consensus on the why, what, and how of this goal

Scope of Agenda and Discussion

Included: Action items and information related to AM's public comments to School Board.

Not included: Personnel matters, specific incidents, policy, developing new resources, other
matters related to bi-board history, activity, and agenda items.

Public/official/staff comment: invited through email post-meeting.

Review of AM's public comment:

In response to recent [events](#) within the Shorewood School District AM requested the opportunity
to explore partnering to:

- Lead from a place that acknowledges racism as an everyday issue in Shorewood

- Recognize anti-racist work as fundamentally separate from political and personal disagreements,
- Name the common ways we observe behavior that perpetuate barriers to equity, diversity, and inclusion
- Identify what mechanisms exist or need to exist - to reduce, prevent, and repair the effects of racist behavior,
- Set clear guidance for staff and residents as to what is and is not acceptable behavior in terms of race, racism, and equity.
- Hold individuals and community leaders accountable in co-creating an environment where all people feel safe and respected for their full self.

Review of the ideas AM offered to School Board in follow-up meeting:

- Bi-board develops short term action steps to achieve the items listed above, convene a joint meeting of leadership to review the above and adopt agreements; Timeline: complete by Aug 30 *(Aug 15th meeting serves this item, more meeting time is needed)*
- Attend each others' meetings to open lines of communication and understanding - *voluntary - no action needed, voluntary - ask Bi-Board reps to encourage*
- Identify residents that can act as anti-racist accountability partners to address harm which occurs in organizations or community. "pushback" on anti-racist policy and procedure. - *Agreement that residents and staff who have completed Unlearning Racism and ICS Ally Academy (and other programs possible) are an untapped, unactivated asset. Group agreed to meet again to pursue See discussion points below.*
- Convene around the Village EDI scan findings in 2023. - *Agreement. AM/Village will host.*
- Utilize the social justice webpage - on the Village website to refer residents and employees to these resources as a pathway to understanding and change. *Agreement, no action specified.*
- ADDED: provide definitions, examples, action to respond to daily life events that perpetuate racism and obstruct developing equitable environments. *Agreement, no action discussed. AM will collate information for the next meeting.*
- ADDED: provide instructions to apologize for racist/harmful behavior *Agreement, not much discussion, can be part of information at next meeting.*

Discussion points:

Problem is there is more resistance to dismantling racism and than momentum for creating equity. We need the public to voluntarily do what government regulation cannot do- create public support, guard against derailment as School and Village invest in organizational and policy change that supports equity and dismantles racism. It is unacceptable for peers of privilege to be silent or passive in this work. As leaders, we can activate support to counter derailment and racism directed at peers of color. (It is not the responsibility of people of color to address resistance alone, they didn't create or benefit from racism.)

Residents/staff who have completed Unlearning Racism and ICS Ally Academy are an asset; they have never been engaged in a leadership, partner, or advocacy capacity to meet with white

peers who demonstrate racist behavior and cause harm. The Human Relations Commission has served as a space for that action but can be held back by being an appointed entity-meeting quorum, must act together to pursue approved initiatives, capacity, etc. Systems are bound by legalities that protect power and privilege around race.

How do we engage this cohort, achieve social cohesion to take on work to acknowledge racism as everyday occurrence and a create a better equity climate?

What are we actually proposing? What are we trying to solve?

What happens if someone says no to being an ally? (Identified as related to a very specific interaction between Pres. McKaig and Tr. Stokebrand - AM offered to meet 1:1 to debrief on that incident, PS acknowledged that is a scenario that any group would encounter as part of the discomfort of engaging.)

Would this set people up to be "called out"? Isn't "calling in" better?

Would professional resources need to be contracted, purchased to "run" this or facilitate it?

What are professional resources to guide this idea? YWCA, ICS, NDP, GARE, SURJ

What are the deliverables, benchmarks, goals?

This is an idea that promotes social cohesion around work that advances equity and dismantles racism.

Mke County Office of Equity is a partner- present at events, sharing resources, guidance, information.

Will this become a staff resource issue?

What is the role of the Village and School Board in this idea?

Is this leaving out people of color in the decision-making?

No this is acting on reports and requests from people of color, detailing what should and should not occur in their daily lives in Shorewood. This is all documented. In addition, BIPOC have asked that privileged folks take on the work to change behavior and policy and nowhere does this recommendation indicate that people of color are not welcome to participate, lead, etc.

If we want to convene this cohort- we need to talk through details and decision points to avoid repeating common missteps in public forums related to race, racism, and equity. Observation: make sure we are talking about the same goal and outcome. (Note: AM will do some follow-up to make the action items clear.) Agreed to working session soon, did not schedule.

Adopt apology guidelines to use within our community and organizations- agreement that this could be done.

Conclusions:

1. Agreement that trained residents could potentially take on some of the relational work needed to dismantle racism. There are several ways this might occur voluntarily and does not require board action/legislative action.
2. Agreement that expecting people to apologize when racism has been perpetuated is necessary and reasonable. Leadership can overcome the resistance towards accountability.

Resources to Support Social Cohesion in Response to Racism: Definitions, Resources, Information

Systemic Alignment

[Shorewood Equity Work Summary](#) [Milwaukee County Vision for Racial Equity Shorewood School District](#)

Key Definitions and Concepts

from Milwaukee County Office of Equity

Race: A social construct that categorizes people by color and physical and social or cultural characteristics. Overtime has evolved to center whiteness in global society.

Racism: The system and hierarchy of racialized power, privilege, and prejudice-based decision making, based on a system of “race”, that favors white people over people of color.

Domains: Structural, Institutional, Interpersonal, Internalized

Equity: The just and fair inclusion of people of color in a society where all people can participate, prosper, and reach their full potential. Both a process and an outcome. [The Equity Manifesto](#) (PolicyLink)

Core Concepts of Equity:

1. Fairness: Doing what’s right and making sure people have they need to thrive.
2. Justice: Righting wrongs, past and present, and mitigating future hurt,harm, and danger
3. Inclusion: Assuring the values, perspectives, and ideas of POC are represented in decision making.

Equity vs. Equality:

Equity: fairness with special regard to how certain groups have been impacted by policy, disinvestment, and decision making.

Equality: sameness without regard to who benefits and who is burdened by decision making

Relevant Information

Shorewood Social Justice Repository webpage

[The Impact of Redlining](#)

[Internalized White Supremacy](#)

[White Supremacy Culture](#)

[Relational practice](#)

[Accountability](#) practice

Considerations for Fostering Social Cohesion

The resources listed must be operationalized in personal, professional, and political spheres in order to dismantle racism. As community leaders, neighbors, allies, advocates, and accountability partners, we can invite each other and our neighbors to voluntarily operationalize these resources to acknowledge, prevent, and repair the effects of systemic racism in Shorewood.

We can foster social cohesion to dismantle racism because there are individuals and groups who are ready and capable of operationalizing these resources in Shorewood. This is because they have engaged in ongoing personal learning and practice to:

1. Understand the historical, structural and socialized nature of systemic racism;
2. "See, hear, and believe" perpetuation of racism that occurs around them;
3. Apply that understanding to the other forms of "ism's that exist around identity;
4. Activate that learning, understanding and practice to change the environments and relationships they exist within, especially if they are supported to do so.

Prepared by Ann McKaig

Report to Village Board on School District to Partnership to Address Racism 6.30.22 - President Ann McKaig

Background: The Shorewood School District made a commitment to achieving equity across the organization, beginning three years ago. Recently, there has been public discussion about the need to address the underlying factors related to the racism that Black administrators have reported. In response, I reached out to the School Board and Superintendent through a public meeting to express interest in leading from a place of partnership on addressing these issues. I have included the statements and my follow-up email below.

I welcome all trustees to join me in this partnership.

6.12.22 Public Comments at School Board Meeting

My name is Ann McCullough McKaig and currently serve as Village President. I value the relationships I have built with many of you in learning about, and confronting, the barriers to equity, diversity and inclusion in, and around, Shorewood.

As leaders, we have been remiss in not being prepared to confront racism in daily life, within our organizations, within our buildings. I want us to do that together.

Doing this work in silos holds us back from seeing and speaking to the ways that the pervasiveness of privilege perpetuates racism in our community. I offer myself as a partner, as one of many partners at local and county levels, who will work for honesty that counters racism with acknowledgment, accountability, skill-building, and ongoing education.

Follow-Up Email 6/18/22

Colleagues,

Thank you for listening to my comments this week at the SB meeting. I offered myself as a partner and am following up on that offer with an invitation to meet 1:1.

Full disclosure: Paru and Ellen have already reached out. I am writing to you all so that you know I am not trying to separate you from your pack.

I also copied Abby, Anjum, Sam, and Shari because I said I would work to support the acceptance and action in accordance with truth. I want to be held accountable if I fail and need to take responsibility in another way. Or if something gets misconstrued.

Agenda:

- I want to hear what you see as your role, what you feel clear and unclear about, comfortable and uncomfortable with regarding addressing race, power, and privilege in the SSD and in my comments.
- I want to share what I have learned and observed, and what options I think you have.

- I want to explore how we can partner against the resistance to change by depersonalizing the dialogue.

This invitation is not political. Politics has kept us separate. Politics protects systemic racism and privilege by breeding mistrust. We don't have time for that.

This invitation is in service.

I am certain I can accommodate your schedules- but early morning, after 3, Fridays (& weekends) are easiest for me. This is a top priority and requires immediate attention.

Thanks for receiving this,

Ann

6.28.22 Public Comments at School Board Meeting

Previously, I came to you as a partner and then invited each member to meet 1:1. I have met with everyone except for Pablo and Dr. Sternke– I will follow-up to find a time! These are some ideas from the conversations.

How can I support you, how can we work together to:

- Lead from a place that acknowledges racism as an everyday issue in Shorewood
 - Recognize anti-racist work as fundamentally separate from political and personal disagreements,
 - Name the common ways we observe behavior that perpetuate barriers to equity, diversity, and inclusion - which is possible because they are well documented in books
 - Identify what mechanisms to reduce, prevent, and repair the effects of racist behavior,
 - Set clear guidance for staff and residents as to what is and is not welcomed behavior.
 - Hold individuals and community accountable in co-creating an environment where all people feel safe and respected for their full self.
-
- What does that look like:
 - To begin, bi-board develops the above; convene a joint meeting of leadership to review the above and adopt agreements; Timeline: complete by Aug 30
 - Attend each others' meetings to open lines of communication and understanding
 - Identify residents that can act as anti-racist accountability partners to address harm which occurs in organizations or community. "pushback" on anti-racist policy and procedure.
 - Convene around the Village EDI scan findings in the fall.
 - Utilize the social justice webpage - on the Village website to refer residents and employees to these resources as a pathway to understanding and change.

I will share this with the VB under my report on 7/5.

Shorewood Bi-Board Meeting
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Guests: Jeff Roman, Director Office of Equity, Milwaukee County, Kristen Vogel, Milwaukee County Office of Equity

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Ann McKaig (AM) opened the meetings with introductions, shared information on how this agenda aligns with the County Executives Strategy Plan for Equity and the strategy team Dismantling Barriers to Diverse and Inclusive Communities.

AM offered the following information:

What is the Shorewood Bi-Board:

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Purpose of Meeting: Follow through on interest in using Bi-Board to improve responses to racism across Shorewood schools and community.

Today's Meeting Goal: Use the bi-board membership as a collaborative body to review relevant information and identify concrete ways of collaborating on improved responsiveness to experiences of racism that can be implemented alongside formal initiatives to achieve equity, diversity and inclusion. (Basically, the people dynamics piece to the organizational change piece.)

Today's Meeting Objective:

Achieve consensus on the why, what, and how of this goal

Scope of Agenda and Discussion

Included: Action items and information related to AM's public comments to School Board.

Not included: personnel matters, specific incidents, policy, developing new resources, other matters related to bi-board history, activity, and agenda items.

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Review of the ideas AM offered to School Board in follow-up meeting:

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- Convene around the Village EDI scan findings in 2023. - *Agreement. Village will host.*
- Utilize the social justice webpage - on the Village website to refer residents and employees to these resources as a pathway to understanding and change. *Agreement, not much discussion*
- ADDED: provide instructions to define behavior, scenarios where racism, white supremacy, whiteness, cause harm or present barriers to dismantling systemic racism.
- ADDED: provide instructions to apologize for racist/harmful behavior *Agreement, not much discussion.*

Discussion points:

Problem is there is more resistance to addressing racism than to address it. We need the public to voluntarily do what government regulation cannot do.

Residents/staff who have completed Unlearning Racism and ICS Ally Academy are an asset; they have never been engaged in a leadership or advocacy capacity to meet with white peers who demonstrate racist behavior and cause harm.

How do we engage this cohort, achieve social cohesion around need to acknowledge racism as everyday occurrence and a climate and engage white peers who perpetuate it.

What are we actually proposing? What are we trying to solve?

What happens if someone says no to being an ally? (Identified as related to a very specific

interaction between Pres. McKaig and Tr. Stokebrand - AM offered to meet 1:1 to debrief on that incident, PS acknowledged that is a scenario that any group would encounter as part of the discomfort of engaging.)

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Will this become a staff resource issue?

What is the role of Village and School Board in this idea?

Is this leaving out people of color in the decision-making?

No this is acting on reports and requests from people of color, detailing what should and should not occur in their daily lives in Shorewood. This is all documented. In addition, BIPOC have asked that privileged folks take on the work to change behavior and policy and nowhere does this recommendation indicate that people of color are not welcome to participate, lead, etc.

If we want to convene this group- we need to talk through details and decision points to avoid repeating common missteps in public forums related to race, racism, and equity. Observation: make sure we are talking about the same goal and outcome. (Note: AM will do some follow-up to make the action items clear.)

Adopt apology guidelines to use within our community and organizations- agreement that this could be done.

AM suggested another work session soon. Unable to schedule before adjournment.