



Agenda
Human Relations Commission
October 8, 2020, 6:30 P.M.
via teleconference
3930 North Murray Avenue, Shorewood, WI

Call: 312-626-6799

Meeting ID: 915 9625 7015

Passcode: 460010

Join the Video Call: <https://zoom.us/j/91596257015?pwd=R1g4c1oxdnJ6cWFTcS80RXk4Z3V6Zz09>

1. Call to order
2. Consider Approval of September 10, 2020 minutes
3. Update on Police Organization Study from Consultant Alex Weiss
4. Public Comments
5. Discuss Observations in the Community
6. Staff Liaison Updates
7. Discuss Next Steps for Implementing Plans to Address Racial Inequities
8. Discuss North Shore Coordinated Efforts to Promote Service Opportunities during Martin Luther King Jr. Day
9. Subcommittee Reports
10. Future Agenda Items and Speakers
11. Adjournment

DATED at Shorewood, Wisconsin, this 1st day of October, 2020,

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

September 10, 2020 6:30 P.M.

via Teleconference

1. Call to order.

The meeting was called to order at 6:35 p.m.

Members present: Sharveta Parker, Matt Weiss, McKenzie Edmonds, Maria Van Hoorn, Alicia Obiakor, Molly Fox-Kincaid, and Deba Briscoe (arrived at 6:37 p.m.)

Members not present: Sarah Spencer, Jesse Dercks,

Others present: Assistant Village Manager Tyler Burkart, School Board Member Clarke Warren, Tr. Kathy Stokebrand, Lt. Tom Liebenthal, Charlie DeSando, Michelle Waite, Natraj Shanker, Sarah Wang, Paula Wheeler, Ellen Eckman, Blanche Kushner, Geoff Davidian

2. Consider Approval of August 13, 2020 minutes

Ms. Edmonds moved to approve the August 13, 2020 minutes. Motion seconded by Mr. Weiss. Motion approved by a 6-0 vote.

3. Public Comments

There were no public comments.

4. Discuss Observations in the Community

Ms. Kushner addressed the Commission about her concerns of the Shorewood Police Department targeting people of color in the community. She expressed an example of a person of color who was pulled over for having a tinted license plate, questioning if this should be a reason to be pulled over. Ms. Eckman also conveyed her thoughts related to the person who was pulled over for the tinted license plate. Lt. Liebenthal expressed the department is familiar with several of the newspaper carriers. He also summarized the interaction with the person's plates that were in question. Those that participated in the focus groups were disappointed in the line of questioning. The questions didn't ask the broader question about the purpose of the Police Department. There was a comment about reviewing the RFP process for consultants to assure cultural sensitivity. There was discussion about enforcement of the law based on State statutes as well as local law. Community policing was another concept discussed in the meeting.

5. Staff Liaison Updates

Mr. Burkart reminded the Commission about the 2021 budget sessions involved with the Village Board. The EDI training involving Sam Coleman is included in the budget. The HRC will have Ms. Parker and Ms. Van Hoorn represent the Commission on the EDI

Committee. The consultant is making some great progress on the Police Department Org Study, who recently completed focus groups.

6. Consider Plan to Address Racial Inequities

Mr. Burkart mentioned the plans would serve as a work plan for each of the subcommittees. Once the Commission adopts the plan, it will be shared and presented with the Village Board. Each of the subcommittees presented their plans to the Commission. There was discussion about the next steps and the commitment outside of regular HRC meetings to accomplish these tasks. Additional discussion related to the consultant presentation for the community meeting in October and assessing the consultant's approach to assure that meeting will meet the HRC and community's needs. Mr. Burkart will provide the feedback to Village Manager Rebecca Ewald and Alexander Weiss and then circle back via email with the Commission. Mr. Weiss moved to approve the plans to address racial inequity. The motion seconded by Ms. Edmonds. Motion approved by a 7-0 vote.

7. Subcommittee Reports

No reports.

8. Future Agenda Items and Speakers

No future agenda items or speakers.

9. Adjournment

Mr. Weiss moved to adjourn the meeting. Motion seconded by Ms. Edmonds. Motion approved by 7-0 vote. Meeting adjourned at 8:03 p.m.

Respectfully submitted by,

Tyler Burkart,
Assistant Village Manager

Shorewood Speaks: Candid Conversations on Progress towards Racial Equity

Village of Shorewood - Human Relations Commission			Sub-Committee: Data	
Initiative	Summary	Priority Ranking	Action(s) needed	Community Partners
Report of Law Enforcement Calls and Interactions regarding Mental Health	Provide a comprehensive report on SPD interactions with civilians for concerns of mental health. Analyze outcomes of interactions, with a specific focus on Bayside dispatch. Work with other HRC subcommittees to discuss if education or policy is best to change concerns if any are found from analysis.	2021	1. Meet with Lt. Liebenthal and/or Chief Nimmer to discuss current processes for SPD and training 2. Work with Bayside Dispatch on data available 3. Review current policies for documentation	SPD, Bayside Dispatch, NAMI, YWCA
Evaluate and Improve Process for Law Enforcement Data Requests	Collaborate with SPD to see if there are ways we can advocate to improve their data collection system so that there is ease for staff to process requests, including those that come from civilian complaints. Improve current capture capabilities of documentation system. Educate the public on what data is currently available from SPD. Utilize lived experiences through story telling in data reports.	2020	1. Meet with Lt. Liebenthal and/or Chief Nimmer to discuss current processes and challenges for SPD 2. Work with Bayside Dispatch on data available 3. Review current policies for documentation 4. Review requests made to SPD and the time it took to fulfill requests	SPD, Bayside Dispatch
Analyze Dispatch Data for potential support of CAREN ACT (in collaboration with policy sub-committee)	If policy committee has interest in pursuing policy change (through ordinance) for calls to SPD with racially biased and hateful motivations, work to collect and analyze data for their advocacy.	Next 5 years	1. Take direction from policy sub-committee. 2. Work with SPD/Bayside Dispatch to collect data	SPD, Bayside Dispatch
Create Space for Pathways to Change	Create opportunities for individuals to share lived experiences interacting with Village entities through their personal narratives and compare with Village documentation. For example, a civilian sharing their interaction with law enforcement presented with official police report. This initiative can be used as a public educational tool, to improve protocols and policies within departments and to empower civilians by educating them on protocol policies. With this initiative, we discussed at great length the importance of intention and the thoughtful approach that will be necessary to reduce trauma.	2021	This process is TBD.	Community Members, SPD, Village of Shorewood

Shorewood Speaks: Candid Conversations on Progress towards Racial Equity

Village of Shorewood - Human Relations Commission			Sub-Committee: Education	
Initiative	Summary	Priority Ranking	Action(s) needed	Community Partners
EDI Training for Community Members	Shorewood Library will work with SMF, HRC, and other community groups to host an educational training for the community to learn about diversity, equity, and inclusion	2021	Any funding approval with the Library Board or HRC	Shorewood Library, Shorewood Department on Aging, Wisconsin Historical Society
Shorewood Speaks	There will be ongoing conversations that are engaging and thought provoking despite being uncomfortable for others to challenge their current lens (video and book); develop a different discussion quarterly with topics potentially centered around business, landlords, renters, students, etc.	2020	HRC to approve any funds needed for facilitators	HRC members, subcommittees, community advocates, facilitators (i.e. Project Onyx)
Shorewood Police Study	Shorewood Village 2020-2021 Initiatives to investigate the many perspectives of policing in the village and the inequity of SPD/Community contact (racial disproportionality)	2020	August 2020-December 2020	Shorewood Library, Shorewood Department on Aging, Shorewood Police Department, Shorewood Community Members, Shorewood High School and Shorewood School Board
Film Series on Diversity	Coordinate a film series on various topics of diversity and conduct a discussion afterwards; participants could bring food or beverage; potentially could be completed outside and in partnership with another group	2021	HRC to approve film rights; staff reserve space	Community Groups (i.e. SMC or SWC), Recreation Department, School District, Library, SRC, SMF, Police Department
Musical Performances Celebrating Diversity	Host a series of concerts that uses music to celebrate diversity; work with community partners to host performance in various locations in Shorewood	Next 5 years	HRC and any other groups to approve funding; fundraising may be needed	Community Groups (i.e. SMC or SWC), Recreation Department, School District, Library, SRC, SMF, BID

Shorewood Speaks: Candid Conversations on Progress towards Racial Equity

Village of Shorewood - Human Relations Commission, Policy Subcommittee			Sub-Committee:	Policy
Initiative	Summary	Priority Ranking	Action(s) needed	Community Partners
Explore the allocation of SPD and school resources to hire a social worker who can respond with police and independently.	Police social workers have been employed in many police departments to provide services to community residents such as crisis intervention, mediation, referrals as well as responses to mental health, domestic violence and juvenile justice issues. Additional tasks may include the provision of training and consultation to police officers, and mental health services to police officers and their families.	Next 5 years	1.) Conduct further research on current models for employing a police social worker (2) Determine how many social workers serve Shorewood Schools and if any existing partnerships exist between the police department and social workers. (3) Meet with police and school officials to determine benefits and pitfalls of this proposal (3) Determine funding mechanism - is cost-sharing the best option or feasible?	SPD, Shorewood School Board, Northshore Police, Data Subcommittee, existing community partners
Work with the Shorewood Police Department to adopt the #8CantWait Campaign's recommend policies to address use of force policies employed by police.	There are 8 use of force policies that are recommended under the "8can'twait" campaign which include the following (1) requiring de-escalation, (2) Duty intervene (3) Bans Chokeholds and Strangleholds (4) Requires warning before shooting (5) bans shooting at moving vehicles (6) exhaust alternatives before shooting (7) use of force continuum, (8) Comprehensive Force Reporting. Please see https://8cantwait.org/ for more information.	2020	1.) Meet with SPD to determine which 8 policies have not been adopted 2.) Explore adopting one or all of policies that are not currently in place	SPD HRC Policy Subcommittee Data Subcommittee Lead
Conduct qualitative analysis/review of dispatch calls that are categorized as racially motivated to support the implementation of the CAREN Act potentially	This will compliment the HRC Data Subcommittee's efforts to collect quantitative data about the number of racially motivated calls received by police and support interest in pursuing policy change via the CAREN Act and/or internal SPD policy changes	2021	1.) Meet with SPD and the HRC Subcommittee	SPD HRC Policy Subcommittee. Data Subcommittee
Explore why Aramark was selected as the food vendor for Shorewood Public Schools.	Aramark has a history of unethical practices, use of Private Prisons for profit, and other racist actions. Examine if they are serving food that is culturally sensitive. Understand why this contractor was selected and when it is feasible to terminate or not renew the contract. Explore how ethical practices can be incorporated into future Shorewood School request for proposals (RFPs)/contract bids.	2020	1.) Meet with school board to determine why contract was selected and inform school board of concerns with the company	Shorewood School Board and relevant officials, HRC Policy Subcommittee