



Agenda
Human Relations Commission
November 12, 2020, 6:30 P.M.
via teleconference
3930 North Murray Avenue, Shorewood, WI

Call: 312-626-6799
Meeting ID: 927 7092 5018
Passcode: 474984

Join the Video Call: <https://zoom.us/j/92770925018?pwd=WG1VZXJkaWxZVFhQQUJiL1EyVDh4dz09>

1. Call to order
2. Consider Approval of October 8, 2020 minutes
3. Public Comments
4. Discuss Observations in the Community
5. Staff Liaison Updates
 - a. Update on Police Organization Study from Consultant Alex Weiss
 - b. Update on 2021 Proposed Budget
 - c. Update on North Shore Coordinated Efforts to Promote Service Opportunities during Martin Luther King Jr. Day
6. Subcommittee Updates on Implementing Plans to Address Racial Inequities
7. Update from EDI Committee HRC Representatives
8. Other Subcommittee Updates
9. Future Agenda Items and Speakers
10. Adjournment

DATED at Shorewood, Wisconsin, this 5th day of November, 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

October 8, 2020 6:30 P.M.

via Teleconference

1. Call to order.

The meeting was called to order at 6:36 p.m.

Members present: Sharveta Parker, Matt Weiss, McKenzie Edmonds, Molly Fox-Kincaid, Deba Briscoe, Jesse Dercks (arrived at 7:02 p.m.), Maria Van Hoorn (arrived at 7:32 p.m.)

Members not present: Alicia Obiakor

Others present: Assistant Village Manager Tyler Burkart, School Board Member Clarke Warren, Tr. Wesley Warren, Tr. Davida Amenta, Tr. Kathy Stokebrand, Lt. Tom Liebenthal, Alexander Weiss, Charlie DeSando, Ellen Eckman

2. Consider Approval of September 10, 2020 minutes

Ms. Edmonds moved to approve the September 10, 2020 minutes. Motion seconded by Ms. Briscoe. Motion approved by a 5-0 vote.

3. Update on Police Organization Study from Consultant Alex Weiss

Mr. Alex Weiss was in attendance to provide the Commission a summary of the current process in completing the Police Org Study, his background, and previous studies completed. The draft report will be completed by the end of October and a community meeting with the Village Board to review the report and ask questions will occur some time in mid-November. After the community meeting the draft report will then be finalized based on the final feedback. Community and Commission members asked questions to Mr. Weiss about the research collection process, improvements in data accessibility and reporting, racial makeup of those who have provided feedback thus far, what other communities may conduct a similar study, confidence the study will implement change, other results seen in other communities who completed a study, ways to reduce the police department's role in the community and provide to other agencies or positions who may specialize in social work or similar concentrations, ways Police Departments determine race, and impacts of having a consolidated dispatch service.

4. Public Comments

No public comments.

5. Discuss Observations in the Community

No observations in the community.

6. Staff Liaison Updates

Mr. Burkart has no update for the Commission.

7. Discuss Next Steps for Implementing Plans to Address Racial Inequities

Policy – Ms. Briscoe informed the Commission about some state restrictions to allow a community to adopt the #8cantwait campaign. Ms. Briscoe would like to encourage writing to state legislators to address these restrictions. Ms. Briscoe also mentioned the Policy Subcommittee would like to recommend adding a Social Worker to the organization structure to take on some of the duties currently done in the Police Department. They are requesting to look at the RFP and selection process for the current cafeteria provider at the schools.

Data – Ms. Edmonds met with the Director of Communications with Bayside Dispatch to learn about the availability and accessibility of the reports. Dispatch may be able to do a shadowing experience for Commission members. Ms. Edmonds asked if our Police Department personnel can meet with Dispatch to talk about the types of phone calls that are directed to Police Departments.

Education – Ms. Parker reported that the department heads have begun doing training with the EDI committee which Ms. Parker and Ms. Van Hoorn serve on.

8. Discuss North Shore Coordinated Efforts to Promote Service Opportunities during Martin Luther King Jr. Day

Mr. Burkart mentioned that several of the North Shore communities have been meeting on a monthly basis to find ways to work together to promote racial equity and raise awareness on inequities that exist. Mr. Burkart asked Commission members if they are aware of any service projects around Martin Luther King Jr. Day to let him know so that the group can promote these opportunities. In addition, Mr. Burkart asked the Commission to think about if they want to create a service opportunity or event for this holiday.

9. Subcommittee Reports

No reports.

10. Future Agenda Items and Speakers

No future agenda items or speakers.

11. Adjournment

Ms. Briscoe moved to adjourn the meeting. Motion seconded by Mr. Weiss. Motion approved by 7-0 vote. Meeting adjourned at 7:44 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