



Human Relations Commission

Minutes

June 17, 2021 6:30 P.M.

via Teleconference

1. Call to order.

The meeting was called to order at 6:31 p.m.

Members present: McKenzie Edmonds, Molly Fox-Kincaid, Charlie DeSando, Sharveta Parker, Matt Weiss, Ana Belen Duran Lopez (arrived at 6:41 p.m.)

Others present: School Board Member Emily Berry, President Ann McKaig, Tr. Kathy Stokebrand, Planning & Development Director Bart Griepentrog, Chuck Carlson, Kristin Sziarto, Sarah Wang

Members not present: Maria Van Hoorn, Shavonda Sisson, Alicia Obiakor

2. Consider Approval of April 8, 2021 minutes

Ms. Edmonds moved to approve the April 8, 2021 minutes. Motion seconded by Mr. DeSando. Motion approved by a 5-0 vote.

3. Public Comments

Ms. Parker thanked the students for their help through the pandemic.

4. Discuss Observations in the Community

No observations expressed.

5. Staff Liaison Updates

President McKaig was in attendance to provide an update on upcoming collaborative efforts between the Community Development Authority and the Human Relations Commission. President McKaig shared other partners who will be working with the Village on affordable housing efforts as well as providing other EDI resources to the Shorewood community. The Commission has an open invite to provide updates at the Village Board meetings as there is now a standing agenda item to discuss EDI topics. Mr. Burkart will send out future meeting agendas for the CDA to inquire if a member of the HRC can attend and collaborate.

6. Discuss Equity Initiatives being completed by each community partner

Community partners went around sharing their updates on initiatives being actively worked on.

School Board member Emily Berry provided a summary on behalf of the School District. She shared the three pillars of the strategic framework. There are a number of foundational strategies to address the strategic framework, which includes professional

development for all staff, creating an inclusive environment for staff of color, build capacity for staff to understand the inequities that exist, recruit and retain staff of color, and mentor new staff of color to create sustainable changes.

Kristin Sziarto was present on behalf of the Police Accountability Task Force. They are a community organization who have an interest in addressing police accountability and policies. The group consists of members of a variety of groups including Shorewood Solidarity Network and Shorewood Moving Forward. Ms. Sziarto summarized previous actions such as the Justice and Dignity resolution. The group met with a member of the ACLU to access helpful resources. They have met with Chief Nimmer and Lt. Liebenthal to discuss their complaint process and access to data and policies. After reviewing the police organization study, the task force made some recommendations to the complaints process. They also want the Police Commission to meet more often and use their statutory authority to address some of these issues. Lastly, the task force wants to review traffic stop reports.

Tr. Stokebrand summarized the work of the EDI Committee being done at the Village. The contract with Sam Coleman will be concluding due to the School District's vacancies and transition of the School Superintendent. Mr. Coleman will be working with the Village to provide a recommendation on how to transition the EDI Committee work as the Village explores another consultant to utilize.

Mr. Carlson inquired with the Police Commission on how they can be involved in the complaint process. He expressed the desire for the Commission to use its statutory authority to be more involved in the review and implementation of police organization study implementation such as the complaint process. Ms. Edmonds clarified that Mr. O'Brien (chair of the Police Commission) mentioned this was going to be brought to the Police Commission to weigh in on their role but has yet to meet. Ms. Wang also provided Mr. O'Brien the recommendations from the Police Accountability Task Force on the complaint process.

7. Discuss and Consider Recommendation for Proclamation Recognizing Juneteenth

Mr. Burkart mentioned there was a draft proclamation included in the agenda packet. The Commission has the option to recommend the proclamation tonight if comfortable with the message. If the Commission is not comfortable or wants more time, they can defer the proclamation to next year. There was discussion about if the proclamation is needed as it becomes a federal holiday. Multiple opinions were shared expressing support for such a proclamation. There was discussion about having the proclamation presented during public comment at the June 21 meeting. Ms. Parker volunteered to present and Ms. Edmonds mentioned elementary students who have been working on a similar initiative could also present. Ms. Berry will connect with the students to see if they could present at the Board meeting and will get back to Mr. Burkart. Ms. Parker moves to recommend the Village President to sign the proclamation recognizing Juneteenth. Mr. Weiss seconded the motion. Motion approved 6-0.

8. Subcommittee Updates on Implementing Plans to Address Racial Inequities

Policy – Ms. Belen Duran Lopez mentioned the sub-committee will be evaluating the HR procedures and policies when it comes to hiring, recruitment, and selection for vacant positions.

Education – Mr. DeSando mentioned the Education sub-committee will meet next Tuesday to discuss next initiatives for them to work on. President McKaig shared the idea of coordinating an educational session on affordable housing and coordinating that session with the CDA and other partners.

Data – Ms. Edmonds asked for the notes from the HRC meeting back in early 2020 responding to the CDA strategic plan survey to be in tonight’s meeting minutes. The subcommittee will be talking with dispatch center about the training they receive and how they procedurally handle certain calls.

9. Update from EDI Committee HRC Representatives

This update was given earlier (agenda item #6).

10. Other Subcommittee Updates

No other subcommittee updates.

11. Future Agenda Items and Speakers

Tr. Stokebrand asked if there could be a future Shorewood Speaks on traffic enforcement. Mr. Burkart mentioned this could be considered by the Education sub-committee as a future topic along with affordable housing. Ms. Edmonds mentioned if traffic enforcement was a topic, that the Commission needs to be careful about it being intentional by bringing in non-profit and traffic engineer experts to share a wide variety of perspectives.

Ms. Edmonds requested for Police Commission Chair Mr. O’Brien to attend a future meeting and respond to some of the concerns raised in the meeting.

Mr. Burkart asked for feedback on the Commission’s meeting schedule. Based on feedback, Mr. Burkart will circle back via email with the Commission in two weeks to hear feedback about potentially meeting July 15. If not, then subcommittees will meet on their own in July and reconvene in August.

12. Adjournment

Mr. DeSando moved to adjourn the meeting. Motion seconded by Ms. Fox-Kincaid. Motion approved by 6-0 vote. Meeting adjourned at 7:51 p.m.

Respectfully submitted by,

Tyler Burkart
Assistant Village Manager