

FALL 2020

Shorewood

TODAY

THE ISSUE OF
RACIAL INEQUITY



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The deadline for reserving advertising space for the Winter 2020 issue of *Shorewood Today* is Oct 22, on a space-available basis. Please contact shorewoodtoday@villageofshorewood.org for more information.

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On the cover: Shorewood High School students active in social justice initiatives and the Black Lives Matter movement pose on the SHS bleachers. Meet them starting on p. 23. Photo by Patrick Manning.



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The Issue of Racial Inequity in Shorewood

Outraged by the killing of George Floyd in late May, people across the nation took to the streets to stand up for racial justice. A North Shore protest on June 6, led by Shorewood High School students, drew thousands who marched in solidarity and support of systemic change toward racial equity (p. 4).

In the interest of supporting this effort, the staff and stakeholders of *Shorewood Today* decided to devote our fall issue to examining racial inequity in the community, working in partnership with leaders from Shorewood Moving Forward, the Human Relations Commission and our School District's first director for equity, Sam Coleman.

We start by hearing from Black community members (p. 7), who candidly share their experiences in Shorewood and ideas to make it more inclusive. Then we delve into the history of redlining and racial covenants (p. 11) to help us understand why the Village still struggles to attract a more diverse population. Because Shorewood is addressing inequity in a variety of ways, we cover the work of Village entities, departments and citizen groups (p. 15), student activists (p. 23) and the community's collaboration to build equity in our School District (p. 28). You can get to know – if you don't already – our Black-owned businesses (p. 33) – and, please, give them your support. Finally, with the help of the Shorewood Public Library, we've compiled some resources to help you learn, understand and act (p. 36).

Our goal as a community magazine is to continue this conversation and cover Shorewood's progress toward racial equity in EVERY upcoming issue, keeping you informed about how to get involved. Progress will require hard conversations, discomfort and enduring commitment. As Sam Coleman says, "This is not something we do on the side, but instead it is the lens that we have to see our work and our lives through every single day."

–The *Shorewood Today* team



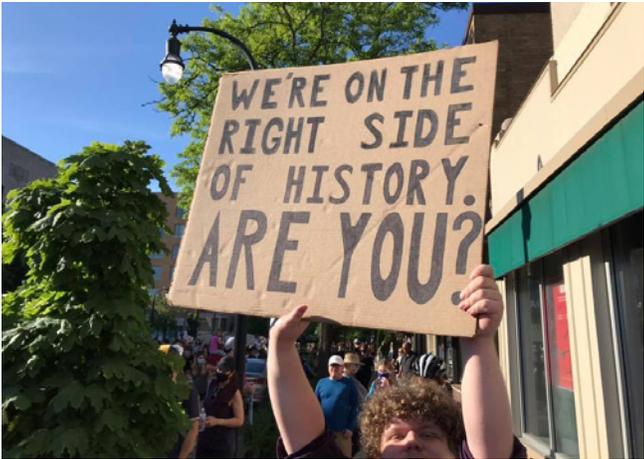
Shorewood Today is published four times a year with support from our community of advertisers as well as the Village of Shorewood, Shorewood School District, Shorewood Business Improvement District, Shorewood Community Development Authority and Shorewood Foundation.



▽
Showing Solidarity

Shorewood showed up for racial justice at a June 6 march, organized by Shorewood High School students with Shorewood resident Noah Wolfe, to protest police brutality and support the Black Lives Matter movement. Thousands gathered at Atwater Park for performances and speeches before heading up North Lake Drive. The seven-mile trek took them into and across Whitefish Bay before returning to Shorewood via North Oakland Avenue, then heading back to the starting point via East Capitol Drive.

Clockwise from upper left: Students lead the march through a Whitefish Bay neighborhood; a protester at Atwater Park; Rep. David Bowen speaks to the crowd; a protester along the march route; Bella Busby addresses protesters; the marchers make their last stop at the intersection of Oakland and Capitol.



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Black in Shorewood



The good, the bad and the need for improvement: Black residents open up about living here and offer ideas to help achieve inclusivity

AS TOLD TO JENNIFER ANDERSON AND PAULA WHEELER



Our family enjoys Shorewood. There have been little instances, like when someone at a block party asked me, “Oh, you own your house? You’re not renting?” It’s not a multi-family building, it’s just a house. Why would you ask me that – is that a normal question?

I have been on some (community) calls the last few months and the feelings people have expressed have sometimes been pretty jarring. People get into their own spaces and start to create their own narratives when you don’t talk as a collective. If we engage with each other more regularly, people kind of break out of that circle. Especially during these times, when people may not understand, but they want to, but don’t know how to connect with someone who has that (different) perspective.

At my job (Director of Continuous Improvement and Multicultural Outreach at Versiti), something I have found very powerful is HEART, MINDS, HANDS. If I can get to your heart, in terms of empathy and understanding, then I can change your mind, in terms of how you see something from another perspective and learn something. And once you learn something, now your behaviors can change. And all that starts with a human-to-human conversation.

So, I think we need to engage in a stronger way. I’m trying to figure out how I can do that.

–Michelle Waite



I never felt like Shorewood was very welcoming. I’m not saying people are out burning crosses, but I have been accused of being “aggressive” when I point out what I’m seeing in the way of microaggressions and macroaggressions.

There’s a fear of calling things out, but I feel like when people behave in a racist way, there should be a price to pay, there need to be social implications.

–Shavonda Sisson



First, I will say that the Cumberbatches love Shorewood. We find it to be a very welcoming, open

Village for families like us and for all families, for the most part. Where I see we have room to grow is in how we react to issues and situations, and how our white leadership deals with issues involving race. When there is a knee-jerk reaction, it sends a few messages: “I don’t know these people. I don’t know what’s going on. We better do something now, or it will get worse.” If we continue to do that, we are not going to make progress understanding each other.

Say the Village was 100% white, and someone brings an issue to the table. You would try to understand their perspective, where they are coming from, and why it is an issue to that person. You wouldn’t spend a moment thinking about race. The first layer of progress we have to make in Shorewood is to see each other as people. If we do that, when something blows up, you will see a more unified approach of how we deal with it. We have to learn enough about each other to understand one another’s perspectives. We have to be brave, comfortable, empathetic and open-minded enough to dig into the background and understand why someone may be upset.

–Frank Cumberbatch

(continued on page 8)

(continued from page 7)



(Addressing inequity) doesn't happen overnight. It's going to be 1,000 little steps. This is a longstanding problem, as it is for many communities. With Village policies, such as zoning or policing, we want to think about, *what is the impact on equity here? How does this play in terms of our drive toward inclusion?* Really making everyone feel like it's *their Village* is our challenge. You want to make sure that vision of Shorewood where people are safe and happy and feel like they are a part of the fabric of the community includes everyone. My heart goes out to the younger generation when I hear some of the same stories repeated – things that I lived through many years ago – about the discomfort they feel in the community and the feeling that they are not welcome here. This is something that can't wait. It's been too long already. My concern is that it needs to remain a priority.

–Wesley Warren



We moved to Shorewood because my business was here and it just made sense. I was a very protective parent and Shorewood allowed my children to have a safe place to hang out. There was an incident that caused me to have an unwanted conversation about racism with my then-7-year-old son. On the playground one day, he threw another boy's ball back to him when it rolled away, hoping he could join in with the group, and the little boy said, "Oh, no, now my ball is dirty," because my son had touched his ball. I've had a lot of experiences with racism throughout my life, but I focus on the truth, the positive, and I keep it moving by protecting myself from the negative energy and impact of racism. I didn't realize until years later how much that incident bothered me, because it impacted my child, until I shared it privately with a women's group. I'm really glad we're starting to have honest conversations about race.

–Jackie Chesser



My experience in Shorewood has been very pleasant compared to what I hear from other people of color. For the most part, I have found people here to be open to diversity. I did a ride-along with the Shorewood police, and the officer I was with seemed very honest and genuine. The problem is that the police get called for everything, even when there is no real criminal act.

While I was doing the ride-along, we were called over to a man who was panhandling by the gas station. The officer was very friendly and offered to try to get him some help, but I wonder why we're calling the police on this man at all. It's not illegal to panhandle on public property and though the officer was being nice, just the act of a police officer approaching may feel threatening from the perspective of the panhandler. So often our society criminalizes those we view as mentality ill or poor, and the police are used as the weapon to eradicate them from our view.

–Deba Briscoe



We moved to Shorewood about eight years ago because my children were in the 220 program and my son just begged me to move here. It's been the greatest thing for my daughter; she's flourished here. I love living here. I haven't felt discriminated against at all. I tell people, "Shorewood is where it's at!"

–Neyahte Johnson-Martins

I have extremely mixed feelings and emotions about living in Shorewood. As a parent of an elementary school child that would be navigating the Shorewood educational system, the concern that I have is the systemic inequality and access to the educational system that my child would be subjected to and the unanswered questions regarding the achievement standards of minority children. Also, the same perpetrators of racism are the very same people who are educating in the school system as well.

I am grateful to have a property owner who rents to diverse people of different cultures, races, creeds, religions, disabilities and sexual orientations.

I am not the spokesperson for all Black people, nor do I claim to be, as we each have our own experiences that are shared. I do want to improve the community that I live in and I am hopeful that, through the work of the Human Relations Commission, we will be able to see change that will move this community forward.

–Sharveta Parker



When we first moved to Shorewood in 2001, I felt a lot of hostility. I thought Shorewood was supposed to be really liberal, but raising my kids here, there were no warm and fuzzies whatsoever. I thought we'd made a mistake moving here, but I do think things have improved since then.

–Craig Bulluck



In 1970, no one had heard of a white boy having a Black sister, but my brothers would just haul me around with them wherever they went, so people kind of knew, "Oh, that's the adopted Fowler kid." When I started going to school alongside (nonresident) 220 students, they immediately let me know, "You're not Black." Before that, I didn't really think so much about race, but after that, I didn't feel like I fit in anywhere.

The 220 students knew where they "could" and "couldn't" go in Shorewood, and I think a lot of them felt like the best way to get through school was to just keep their heads down until it was time to get on the bus and go back home.

I've probably gotten half a dozen phone calls from principals over the years letting me know that some child has used the "n-word" about my child. We need to tell our students that that word is not allowed on our campuses. We should be leading the nation on equity in the schools.

—Abby Fowler



One thing I think would be instrumental (to addressing equity issues in Shore-

wood) is if the Village

and the School Board and the HRC could all be on the same page. That would tackle policies, curriculum and community outreach. The library director is also a critical part of the conversation and the solution, because everyone has access to the library and it offers a neutral meeting place. When the library puts on these programs (about race) there's a huge response. It's not that people won't come, it's that things are disjointed. If the schools are saying yes, then the Village has to be on board as well.

And also, our seniors – they are rooted in the community and they are respected. They are critical. They need to be educated along with the students and the parents. When I was campaigning for the School Board, I was at an event with seniors. I had a lady tell me, "the Blacks don't know what they need," and "we have to help the Blacks." And another person who said they didn't understand the big fuss about the school play that had the "n-word" (see page 15), because "it's just a word."

—Dr. ReShunda Stephens



I've experienced incidents. There was a Black History Month program one year ... The kids of all the races, other than Black, did all the speaking

about what was coming next in the performance. What brought tears to my eyes was at the end of the program, a Black boy closed the show to thank everyone for coming, and he stuttered over every word. And everyone burst out laughing. I knew the boy, and he didn't have a speech disorder. I don't know if he chose to do it, or if it was rehearsed, but I caught the underlying intent of the laughter: Black people are and always will be stupid. We're uneducated. We don't even know how to speak.

I've also had a white couple call the Milwaukee Police Department to the Shorewood school where I volunteered/ worked for over five years, in regards to a misunderstanding between our children that had happened a year prior. I'm sure their intentions were an attempt to humiliate me and my child, and because they thought they could, they did.

—Rhonda Fulford



I don't want to discount anyone else's experience, but I've lived in Shorewood for nine years and it's been really positive. We have five kids and we've been mostly happy with the schools. I haven't had any issues with the police; for my job, I come home late at night all the time and they've never given me any reason to worry. Our entire neighbor-

hood has become really special to us. I guess some people may see a 6' 3", 250-pound Black guy walking by them on the sidewalk and it might look threatening to them, but I've got a Starbucks cup in my hand and I'm not going to rob you.

—Tony Spencer



We were living in the Brady Street area when my wife got pregnant with

our first child and we decided we needed to move. I grew up in Sherman Park, near 44th and Locust, but I went to Nicolet High School through the Chapter 220 program, so I was familiar with the North Shore. Shorewood seemed like a good area.

My experience in Shorewood has been kind of hit or miss. When I think about the schools, for instance, one thing I would like to see is more African American teachers, particularly male – not even teachers, necessarily, but more African American male figures. At Nicolet, we didn't have many, but we did have a program called Men of Color. We would get together after school, the Black male students. It was run by the football coach and another teacher. We would have constructive conversations about race, but they also enlightened us on different (aspects of Black history) that I didn't even know about.

Sometimes, I see a lack of pride in who we are. Our existence on this earth didn't start with slavery. A lot of youth have that impression, because that is what they learn in school. Fortunately, I had people to guide me and support me to learn those things and develop a sense of pride in who I am. I'd like to see something like that (at SHS).

—Eric Andrews



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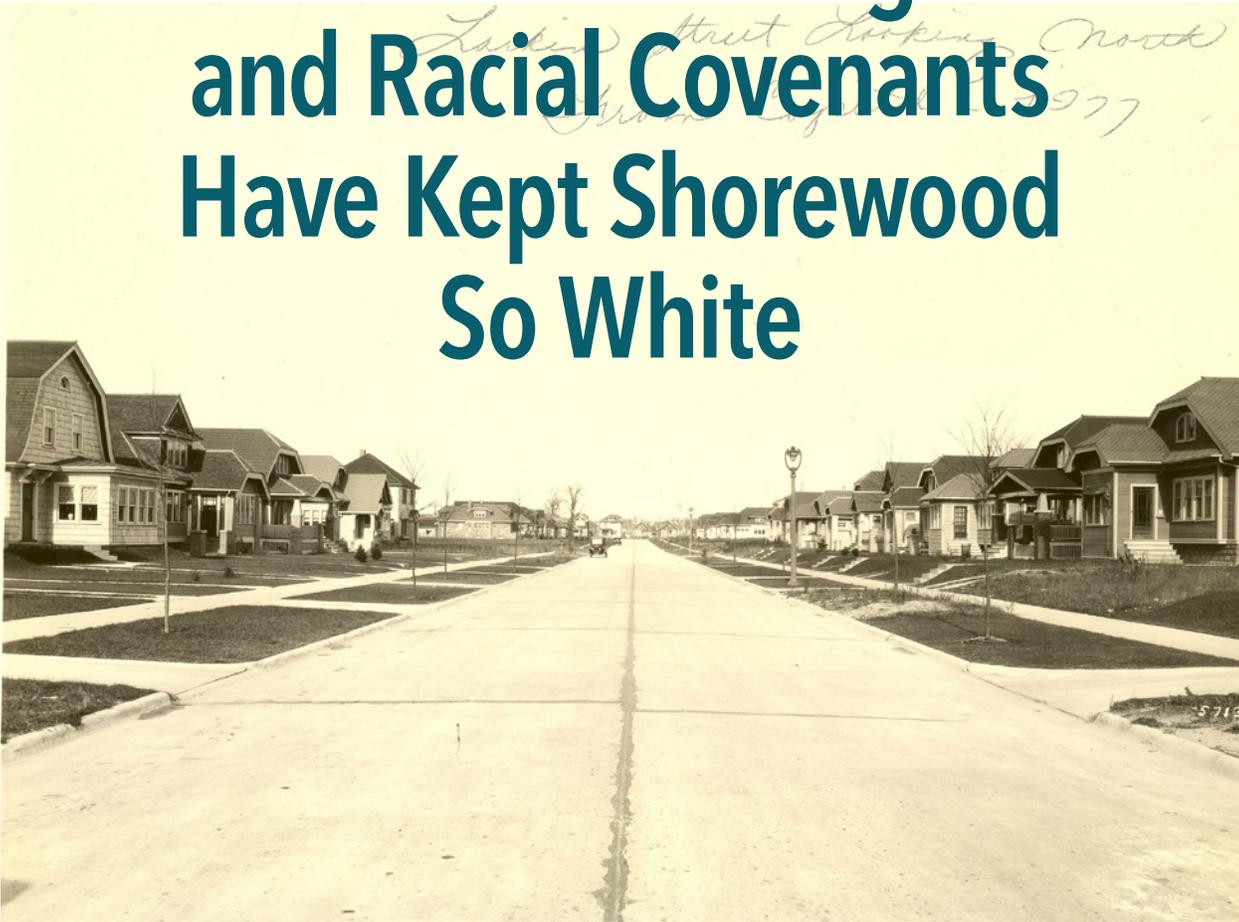
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How Redlining and Racial Covenants Have Kept Shorewood So White

Photo courtesy of Shorewood Historical Society



BY JENNIFER ANDERSON

Why isn't Shorewood a more racially diverse community?

The answer dates back to the New Deal era. Federally sanctioned, color-coded maps worked hand-in-glove with covenants between local property developers and owners to keep the city and suburbs segregated. Today, local "redlined" neighborhoods of the 1930s still struggle – and Shorewood still struggles to attract residents of color.

▲
North Larkin Street in 1927, looking north from East Capitol Drive.

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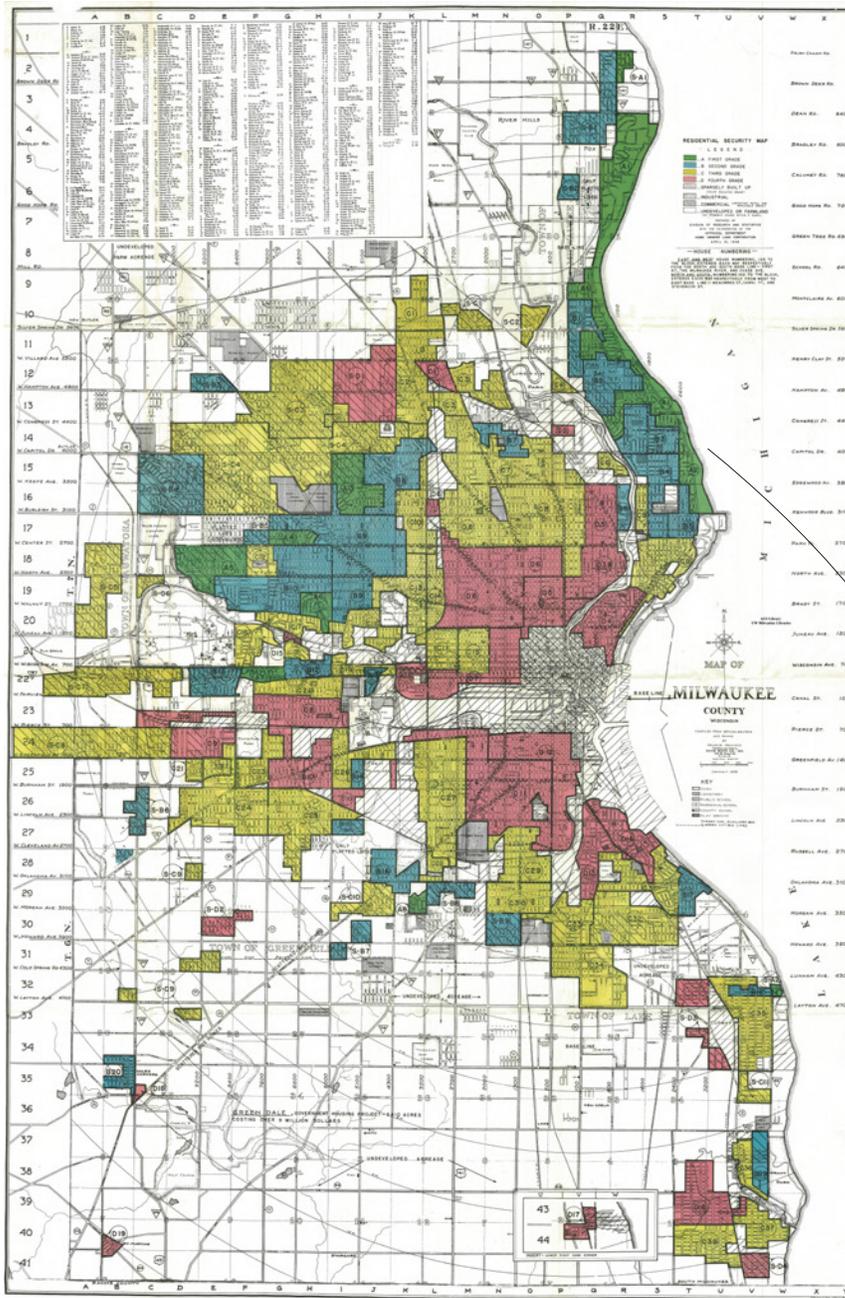
2020 SHOREWOOD DEMOGRAPHICS BY RACE

White: **87.37%** • Asian: **5.44%** • Black or African American: **3.19%** • Two or more races: **2.41%**
Other race: **1.32%** • Native American: **0.28%** • Native Hawaiian or Pacific Islander: **0.00%**

Source: *WorldPopulationReview.com*

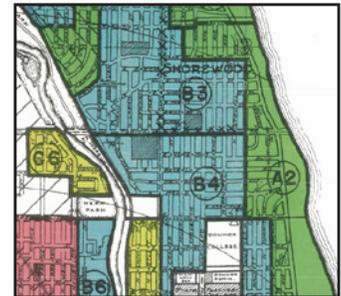
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Documents from UW-Milwaukee Employment and Training Institute



Categories created by the Federal Home Owners Loan Corporation

Map detail of Shorewood



On this 1938 “residential security” map of Milwaukee, just 8% of the area was coded green (“best”) including the parts of Shorewood closest to the lake.



Starting in the 1930s, if you were a loan officer reviewing a mortgage application, you consulted a “residential security” map, developed by the federal government with the help of local realtors, to help you decide whether the bank should lend the buyer the money to buy a home. That map color-coded your city’s neighborhoods based on how risky the loan would be for the lender. Areas coded green were considered “exemplary” neighborhoods for

lenders. They were “homogeneous,” and “in demand in good times or bad.” Just 8% of the Milwaukee area was coded green, including the parts of Shorewood closest to the lake. The highest risks were the neighborhoods coded red. They were described as “hazardous” for investment and characterized by “detrimental influences in a pronounced degree, undesirable population or an infiltration of it.” One quarter of Milwaukee was outlined in red, largely in the central city where the Black population was high.

This meant that if you wanted to buy a home in Shorewood, which was described as being populated by “professionals” with “no Negroes,” your odds of getting a bank loan were excellent. Just a few blocks to the south and across the river, however, was a red zone, home to “Negroes” and “lower-type Jews.” It was described as “old and very ragged,” and as being populated by “laborers and ne’er-do-wells.” Obtaining a bank loan to buy a home in this area was nearly impossible.

Shorewood

Subdivision: Lake Bluff No. 2

"Article II. At no time shall any portion of said Subdivision or any improvements erected thereon, be occupied by, or sold, conveyed, mortgaged, pledged, rented or leased in whole or in part, to any person of Negro or Ethiopian descent, provided, however, this is not intended to include or prevent occupancy by such person as a domestic servant or while actually employed in or about the premises by the owner or occupant thereof."

Vol. 1171 Page 391

Developer: Lieber and Safir Co.

Date Recorded: March 4, 1927

Length of Term: Jan. 1, 1946

"Redlining was a way to keep poor people out of your neighborhood, and it really benefitted white people," explains Reggie Jackson, co-owner of Nurturing Diversity Partners and a Milwaukee historian who is the head griot of America's Black Holocaust Museum. "Shorewood was no different than many other communities where white people were able to build generational wealth."

For many people, the biggest investment they have is in their home, "and if you own a home in Shorewood, where you're always going to have a healthy business sector, you're always going to have good schools, you will have an investment that will continue to grow and benefit your descendants," Jackson says. "And by preventing people of color from being able to buy a home, you create huge gaps in wealth over time."

Another tool for keeping people of color out of white neighborhoods were racial covenants that prevented non-whites from buying property. In Milwaukee County, 16 of the 18 suburbs used this method of preventing Black homeownership as they developed.

In Shorewood, for example, developers of homes in the "Lake Bluff No. 2" subdivision added a covenant to the properties, which read, "At no time shall any portion of said Subdivision ... be occupied by, or sold, conveyed, mortgaged, pledged,



A racial covenant that barred Black people, except domestic servants, from living in any home in Shorewood's "Lake Bluff No. 2" subdivision from 1927 to 1946.

rented or leased in whole or in part, to any person of Negro or Ethiopian descent."

"The enforcement mechanism was that if you violated these covenants, your neighbors could sue you," explains Jackson. "You could lose your property, and most people were not going to risk that."

The staying power of these coded maps of Milwaukee and racial covenants is striking: Almost 100 years after they were created, the city's racial segregation is remarkably unchanged. According to many studies, including one from the University of Michigan that measures Black/white segregation, Milwaukee is the most racially segregated city in the country.

"None of this happened by accident," says Jackson. "These restrictions were intentionally designed for the benefit of white people."

"In Shorewood, the best way to see for yourself how the segregation persists to this day is to drive down Capitol Drive starting at the lake," he adds. "You'll witness the changes as you go west, and you'll see just how enduring those tactics were." ■

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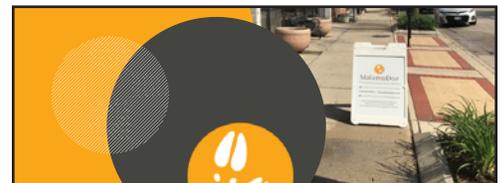
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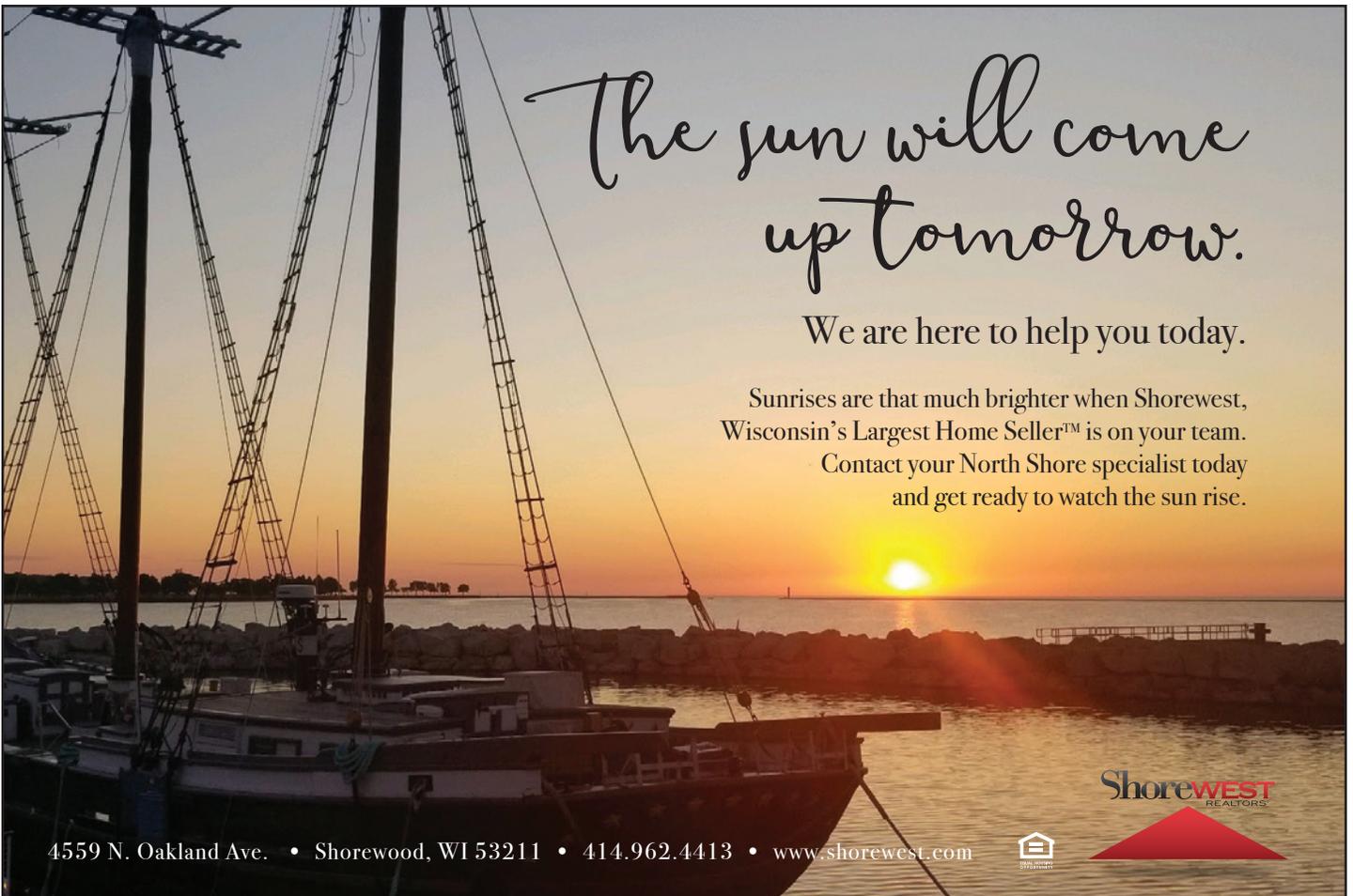
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Equity Initiatives from Grassroots to Government

As residents have formed their own groups to deepen community ties, understanding and inclusivity, the Village Board has resurrected Shorewood's Human Relations Commission and approved equity training (from the School District's Sam Coleman) for all trustees and staff. Perspectives from our public library and our police department also demonstrate ongoing commitments to expand learning about race and racism.

BY JENNIFER ANDERSON AND PAULA WHEELER



Shorewood Moving Forward

In October 2018, the Shorewood community and school district went through a painful time involving the high school drama program's planned production of *To Kill A Mockingbird*. When Black students voiced serious concerns about the script's inclusion of a racial epithet used for centuries to demean Black people – and about the fact that their white peers would be saying it in the performances – they felt unheard.

The performances were ultimately cancelled, but people's emotions were raw. Shorewood parent Tia Medley could see that the community needed to move beyond Facebook discussions.

Her invitation to meet up at Boswell Books drew two other Shorewood parents, Tina Hetzel and Norma Duckworth. As the three talked about what could be done to help the community heal, someone said, "We want Shorewood to move forward," Medley recalls. The name stuck.

The group's first concrete action was to share grave reservations with District leaders about a student's potential return to school after posting violent threats online targeting Black students.

Since then, the group has grown its membership ranks, formed a board, become a 501(c)(3) organization and made significant progress along its mission, often playing a supporting role. SMF assisted board member Joslyn Hegelmeyer's son, Jason (SHS '19), when he led efforts to add student representatives to the Shorewood School Board. The group also backed an effort spearheaded by Jason, along with Shorewood parent ReShunda Stephens, to create a "heat ticket"-type process within the District – "basically, a way that students and their families could register a concern or complaint and there would be a process by which they could follow that concern to some sort of resolution, and not have it go into a black hole," Hegelmeyer explains.

Board member Rebecca Kirchman says SMF helped lobby the District to

(continued on page 17)

Shorewood Moving Forward

Who: District parents,
other community members

When: Started 2018

What: Confront race and
equity issues and build a
more equitable community

“

***We wanted to make
sure that there are voices
that don't go unheard.***

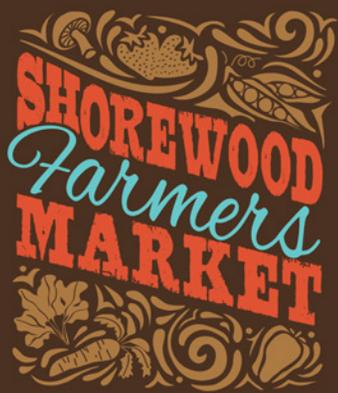
–Tia Medley,
SMF Board President

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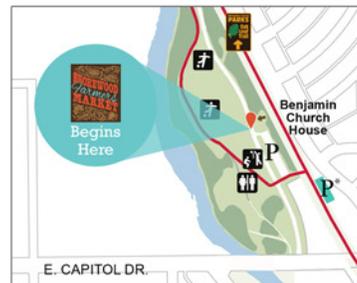
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Human Relations Commission

Who: 7 residents,
2 student members,
1 Village Board Liaison

When: Re-initiated in 2017

What: Cultivating community-wide change through learning, engagement and policy to advance human dignity, respect and civil rights



It's about holding organizations and people accountable for their actions. People talk about making the world a better place; let's make better humans for the world.

—Sharveta Parker, HRC Chair

Shorewood Solidarity Network

Who: Diverse group of residents

When: Started 2016

What: Promote justice, dignity and respect for human rights



Shorewood is known as a progressive community, and we want Shorewood to reflect its reputation.

—Carlos Pastrana, resident and SSN attorney, to Riverwest Radio

create a Director for Equity position before the 2019-2020 school year. She and others then collaborated with that director (Sam Coleman, recently promoted to Director of Curriculum and Instruction) on programming to tie in with the national Black Lives Matter in Schools initiative, holding a community potluck where people could socialize and learn about the Black Lives Matter movement.

The group also worked with Sam Nadolsky, who was then the District's Advanced Learning coordinator, to support a free ACT prep class the District offered primarily for high school students of color. SMF members provided lunch at each session and transportation for students who needed it.

Hegelmeyer was one of a number of speakers at the sessions, kicking off the first class with an overview of the college search and financial aid process. "I know from the turnout and engagement that the students were really excited about the opportunity," she says.

To promote community education and engagement, SMF also interacts with Village entities including the Board of Trustees and the Shorewood Police Department.

"The group continues to evolve and grow into its role," Hegelmeyer says. "I'm really proud that we continue to find ways to support and be relevant in the community."

The Village's Human Relations Commission

The Human Relations Commission, which was resurrected in 2017, is focused in its mission to cultivate community-wide change through learning, engagement and policy to advance human dignity, respect and civil rights.

Made up of seven Shorewood residents who "reflect the diversity in the Shorewood community," as well as liaisons from other Village entities including the Board of Trustees and the Shorewood Police Department, the Commission works to provide educational opportunities to the schools and Village residents in the way of workshops and speakers; pair underserved groups with valuable tools and resources; and audit the Village's procedures and facilities to make recommendations about how to better serve underrepresented groups.

The Commission has been holding a number of community forums to openly discuss the experiences of marginalized populations and people of color in the Village. In addition, the Village Board and HRC plan to undertake a study of the Shorewood Police Department, "taking a deep look at its policies and procedures to find ways the department can improve overall to benefit the community," says Sharveta Parker, who chairs the HRC.

On July 14, the HRC hosted a well-attended virtual community forum called "Shorewood Speaks: Candid Conversations on Progress Toward Racial Equity," that allowed participants to reflect and share their ideas for immediate and long-term initiatives to address systemic racist policies and behavior.

"Right now, it's about holding organizations and people accountable for their actions," Parker says. "People talk about making the world a better place; let's make better humans for the world."

Shorewood Solidarity Network

The Shorewood Solidarity Network is a diverse group of residents who share a commitment to working to ensure that Shorewood is a community where all residents, employees and those passing through are treated with justice and dignity.

The group, which organized after the 2016 presidential election, has been active in local protests and advocacy surrounding immigrants' rights, voting rights, the LGBTQ community, and the Black Lives Matter movement. SSN members successfully advocated for the Village Board to pass 2017's Resolution for Justice and Dignity, a sanctuary resolution to embrace people of any race, religion, national origin, immigration status or sexual orientation.

(continued on page 18)

Village Equity Training

▶ The Shorewood Board of Trustees has approved a plan to provide all Village employees and officials with dedicated equity, diversity and inclusion programming.

The Village will engage Sam Coleman, who served as director of equity for the Shorewood School District from 2019 to 2020 and was promoted in July to director of curriculum and instruction, to provide the programming.

The one-year program is broken down into three phases. In the first phase, Coleman will conduct and present research on the community's history of systemic marginalization, then move into instruction on equitable practices in municipal contexts, implicit bias and stereotypes.

In phase two, Coleman will identify inequities in proportional representation within Village departments, boards, committees and commissions, examining the root cause of these imbalances, and work with these groups to understand the implications of the disparities.

Finally, Coleman will collaborate with an EDI committee made up of department heads to generate recommendations to address inequities.

In addition to engaging Village leadership in this specialized training, Village leaders have the goal of offering the instruction to interested community members, says Village Manager Rebecca Ewald.

"I'm excited to work with some very thoughtful people, and I am so grateful for this opportunity to grow and evolve," Ewald adds. "We know there's no quick fix, and change is uncomfortable, but we want the Village to consistently move forward on these issues." ■

(continued from page 17)

SSN members were also instrumental in the Village Board of Trustees' passing of a 2019 ordinance to ban the practice of conversion therapy.

The group has deep connections throughout the city and members work to "mobilize Shorewood residents in the service of protecting human rights within and beyond the borders of the Village," says member and spokesperson Kristin Sziarto. To that end, SSN works closely with Souls to the Polls, a city-wide effort to strengthen the voting power of Milwaukee's Black community. In addition, the group has raised funds for Voces de la Frontera and Citizen Action.

SSN has hosted events including "Beyond Resistance: Stories of Resilience and Inspiration," which featured live storytelling from a variety of rights advocates and activists at the Turner Hall Ballroom, as well as organizing a 2018 "March for Humanity, Compassion and Action" in protest of the practice of separating immigrant families at the border. ■

Community Conversations

Shorewood Public Library prioritizes programming around race and racism

▶ Village residents who want to learn and talk more about issues around race have a valuable resource in the Shorewood Public Library. Library programming has included presentations on the history of segregation in Milwaukee, a bi-monthly series called Reading Race: Community Conversations, a two-part program on managing unconscious bias, and a session on how to talk to children about race, to name a few.

Library Director Rachel Collins says there's absolutely more to come. "It was clear to me, coming on board as the new library director (in 2016), that learning around race and racism was of interest to the community," she says. "It is also a personal interest for me, and a journey I've been on as a librarian in Milwaukee County for the last 20 years."

Collins says this interest aligns with patron feedback from the library's 2018 strategic planning work and the organizational goals that grew out of that process. "We heard patrons clearly say

there's a need for strong community connections, and for having the library serve as a place to come together to learn from and with each other. Our approved strategic plan states that we will work to find common ground and increase understanding and

“ Our approved strategic plan states that we will work to find common ground and increase understanding and learning, even around topics that may be uncomfortable, like race and racism.

—Rachel Collins, Library Director

learning, even around topics that may be uncomfortable, like race and racism.”

Partners in delivering race-related programming include the Shorewood School District, the Shorewood Senior Resource Center, the Village's Human Relations Commission, the Friends of the Shorewood Public Library and Boswell Books. Programs have featured community educators including Martha Berry, racial justice director for the YWCA of Southeastern

(continued on page 20)

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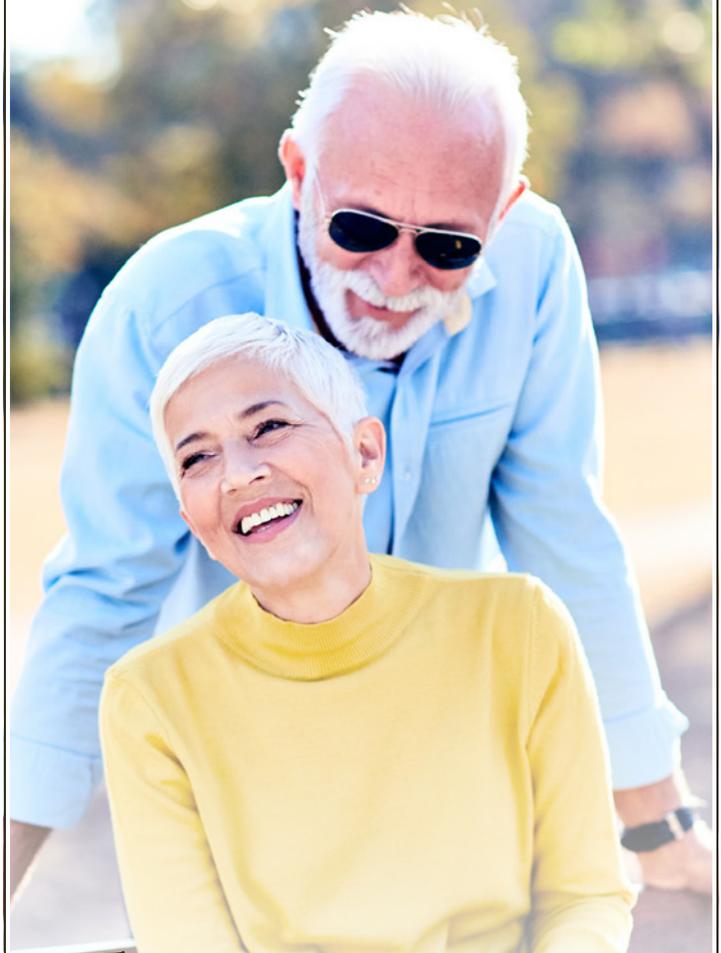
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(continued from page 18)

“

We've all been socialized in race. In the air we breathe, the water we drink. Everywhere. It's in our culture because it is socially constructed. In order to rip it apart, we have to be willing as individuals to unlearn all of that socialization that says 'I'm a good person. You can't call me a racist.'

Martha Berry*, June 23 interview, TMJ4.com

*Racial Justice Director, YWCA of Southeastern Wisconsin and a featured community educator at Shorewood Public Library

Wisconsin, Dr. Fran Kaplan and Reggie Jackson of Nurturing Diversity Partners, and Dr. Erin Winkler, associate professor of African and African Diaspora Studies at the University of

Wisconsin-Milwaukee. Winkler, who writes and frequently speaks on how to talk to children about race, will return for a virtual program in October (see page 37 for details).

Collins says the library has also begun examining its own policies and expanding education around

equity, diversity and inclusion among its staff and trustees. In early 2019, both groups took an online course on exploring unconscious biases. In February 2020, trustees joined staff for a half-day workshop addressing these issues. “The environment and culture created within the library is really generated from our staff,” says Collins. “We need all staff to be aware of the lenses

they're wearing as they are serving the public.”

An outgrowth of that work, Collins says, is a commitment to “review all of our library policies through an equity lens over the next two years,” asking, “Who is at an advantage from this policy? And who is at a disadvantage? Is there some unconscious bias inherent in our expectations for patrons when they come in the library? What kind of barriers do some of our guidelines create?”

When it's safe to gather, the library hopes to add a social justice story time for children and to continue convening the community.

“I'd like the library to be a part of bringing together the variety of organizations in Shorewood that are clearly focused on dismantling racism and striving for social justice,” Collins says. “I just feel like there's such great momentum right now. And we can all continue to do some independent work, but what would it be like if we could actually pool some of our resources and energy and really move Shorewood forward?” ■

Police Chief Talks Training, Fair Policing and Building Community Trust



Shorewood Police Chief Peter Nimmer says the Shorewood Police

Department is committed to cultivating the trust of the full community, in part by ensuring that officers and staff are continually building the skills they need to serve all residents with sensitivity and understanding.

Frequent training in these areas is required for the full department, including programs such as “Fair and Impartial Policing” and “Law Enforcement and the Transgender Community.” The department has and will continue to train in areas of diversity, as well as de-escalation tactics, Nimmer says.

The department has also focused on diversity in its hiring

practices. “Over the last five years, we have put an emphasis on hiring officers from diverse backgrounds,” Nimmer says, “because we believe it is important to have a police department that is representative of its community.”

The department continues to provide opportunities for residents to learn about local policing methods, including re-starting the Citizens' Police Academy in 2021. Planned at six sessions, the academy will be open to residents wishing to learn more about everything from how police investigate crimes to use-of-force policies and training.

Academy participation also includes the opportunity for a ride-along with an officer, some-

thing the department has long offered to any Shorewood resident. “I encourage anyone interested in doing one to contact us,” Nimmer says. “It's a good way to learn what the police do on a day-to-day basis.”

Moving forward, Nimmer says, the Police Department looks forward to continued collaboration with the Human Relations Commission, the Police Commission, the Public Safety Committee and the Village Board. “There have been many positive conversations already,” he adds, “and we will continue to strive to have the trust of our entire community.” ■

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Student Activists

These high school students made an impact at Shorewood's June 6 protest, inspiring thousands of supporters. **What do they want? Justice. When do they want it? NOW.**

BY
JENNIFER ANDERSON
AND PAULA WHEELER

PHOTOS BY
PATRICK MANNING



Shorewood High School freshman **BELLA BUSBY** thought she was participating in a peaceful demonstration when she gathered with over 200 other protesters on June 2 to "Kneel for Nine" at the intersection of Wilson and Capitol drives. The action was in recognition of the nearly nine minutes George Floyd struggled to breathe as a Minneapolis police officer knelt directly on his neck, ultimately killing him.

What started off peaceful and civil quickly turned ugly when a man began screaming at the protesters to stop blocking the road.

"I was so surprised and angry that a grown adult thought it was his right to tell us what to do," says Busby. "The entire movement went straight over his head."

While others stood by, Busby approached the man and gave it right back to him, shouting at him that he was missing the point of the protest.

"Looking back, I wish I'd kept calmer," Busby says. "I'm glad that I did it, but I wish I hadn't come back at him with anger."

The Shorewood Police escorted the man away, but not before the scene was captured on a video that soon went viral. It was a moment of pride for Busby's mom, Abby Fowler, who had attended the protest with her daughter.

"When I saw this grown white man screaming at her, my first instinct was to go over and intervene," says Fowler. "But when I saw her body language and heard what she was saying, I was like, 'She's got this.'"

(continued on page 24-27)



HIWOT SCHUTZ, whose parents moved her family from Bayview to Shorewood in 2016 so she and her sister, Sheta, could attend the Shorewood schools, wants the District to do better for Black students.

"I love the school and I've been able to be involved in so many things," says the SHS senior. "But I've also had bad experiences with microaggressions and racism, from my peers but also from teachers, whether they do it on purpose or just from implicit bias."

Particularly upsetting for Schutz is seeing Black students dismissed as not caring about school or their grades. This happened to her in a favorite class, where she remembers working hard to impress her teacher but instead was accused of arrogance and apathy when a health issue prevented her completing an assignment. "It's that implicit bias of assuming good intentions for the white students but bad intentions for the Black students," she says. "I think a lot of Shorewood teachers struggle with that."

Schutz, who helped organize Shorewood's June 6 protest with friends Alemitu Caldart and Sophia Wiley, is a committed activist: She's president of SHS's ACLU Club and active with the Black Lives Matter movement and 50 Miles More, a group with whom she and Caldart completed a march this summer. Now she's focused on advocating for a more equitable SHS curriculum, hoping for a better experience for Sheta.

Of speaking at a recent school board meeting to advocate for anti-racist policies and pedagogy, she says, "I wanted it to be uncomfortable. I wanted it to be emotional. If you're not passionate about what you are fighting for, you're not going to see change."



ALICIA OBIAKOR says she was "born an activist."

"I am everything this country doesn't want," says the SHS senior. "I am Black, I am an immigrant and I am a girl. So, every day is a protest, especially here in Shorewood."

When she reflects back, she is saddened by how she felt silenced as a child. "I was bullied throughout elementary school," she says. "I was told that my skin was ugly or that my voice sounded too 'white.' And I used to just tell myself to let it go. I didn't want to make a big deal of it."

Today, the SHS senior is passionate about the Black Lives Matter movement and says she is "over" protecting white people's feelings.

"I want people to listen to Black women. I want people to listen to Black queer people. I want people to listen to Black men," she says. "I want people to be ready to be uncomfortable and to do the internal work on themselves while being part of the collective work that's happening right now."

Obiakor was first to take the stage as thousands gathered at Shorewood's June 6 protest, singing an acapella version of the Andra Day song, "Rise Up." She was previously a student member of the Village's Human Relations Commission (see page 17) and has recently spoken out during virtual Village and School Board meetings about her experiences as a Black student, including her battle to be allowed into advanced math.

"This bubble we live in really only protects a select few. I urge us to burst it," she says. "Love us out loud. We deserve it."



Alemitu Caldart remembers just wanting to fit in with peers when she started junior kindergarten in Shorewood. “I struggled a lot,” says the SHS senior, who was adopted from Ethiopia along with her sister, Selame. “I never truly felt connected with the Black community, Ethiopian community or predominantly white communities.”

By middle school, Caldart felt more comfortable and had made good friends. While she has experienced microaggressions and even overt racism, she says she often chose not to “waste my energy” calling people out. Still, she felt conflicted between “wanting to not be afraid of my voice” and “being super careful to not make it uncomfortable for white people.”

But Caldart found a way to speak out through poetry – spoken word pieces on social justice that she collaborates and performs with her sister and her friend Hiwot Schutz. The trio wowed with a powerful piece by Selame at the Shorewood Intermediate School talent show; as high schoolers, they have written and shared pieces personifying Black culture and describing what it is “To Be Human and Black” – the title of the poem they performed at Shorewood’s June 6 protest.

She has also amplified her voice through activism, which has led to opportunities to meet powerful leaders and activists across the country at the National ACLU Convention. She also co-organized a 65-mile march with other Black youth leaders from across Wisconsin this summer. They walked from Milwaukee and Madison – significantly delayed by hostile police and targeted repeatedly by white supremacists – to demand that Wisconsin’s elected leaders support the Black community.



When he first moved to Shorewood in 2016, **ERIC LUCAS** struggled. His old neighborhood was predominately Black; here, the Black population barely tops 3%. He’s experienced racial epithets from other students and racial profiling by community members and police. “Being out in Shorewood gives me anxiety,” he says, “because I always feel like something’s going to happen.”

The SHS senior’s tight friend group from school has helped – including class of 2020 alumnae ZeZe Eiland, with whom he formed “a big sister-little brother bond.” The two would “continuously have conversations about deep stuff,” often discussing micro- and macroaggressions at SHS or in the community. When a mural by Black students expressing their sense of not belonging was covered up without warning, he says, “We were both just fed up.”

In May 2019, Lucas and Eiland organized a march they called “Can You Hear Us Now?” to raise awareness of microaggressions Black students experience in school. Participants marched from SHS to Atwater Park, where they participated in activities “for Black and white students to just try to bond with each other,” Lucas says. One activity was set up as a race in which students who had experiences common to white people, such as never having been harassed by police, got a head start for every such privilege. “And then it was like, ‘OK, now race.’ And, of course, the Black kids aren’t to going to win,” Lucas says, “because they already are so far behind.”

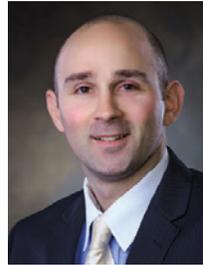
When not working at Urban Underground with classmate Illijah Taylor-Jordan, Lucas has been speaking out and participating in Black Lives Matter-related protests. At times, he says, “I feel like I am fighting a war.”

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This past spring, SHS senior **SOPHIA WILEY** was dismayed by how little support she saw for the Black Lives Matter movement in her community, particularly as activism in neighboring Milwaukee was heating up.

"We needed to have a march in Shorewood," Wiley says. "The community needed a wake-up call."

Wiley reached out to Noah Wolfe, an activist and UW-Milwaukee student who had been quietly working to organize a local protest march. She also enlisted friends and fellow SHS seniors Alemitu Caldart and Hiwot Schutz.

The group grew to include other high school activists and, in less than a week, the march was on. On June 6, a massive, energized crowd of myriad races, ages and identities gathered at Atwater Park.

"It was very, very intimidating to look out on this huge group of people," Wiley says. "I definitely did not think it would be that big." The several thousand supporters listened intently as Wiley and her co-organizers each got up to speak about police brutality and systemic inequity.

After the speakers, people marched for seven miles along the main streets of Shorewood and Whitefish Bay. They chanted, waved signs and took a knee for moments of silence to honor Black men and women who have died at the hands of police officers.

Wiley says she found the solidarity and validation of that day uplifting. "So many of the protesters were white, and people showing that allyship with the BLM movement felt really good," she says. "We were just overwhelmed by all the support. It was a powerful day for all of us."



Since second grade, **ILLIJAH TAYLOR-JORDAN** has ridden the bus to attend Shorewood schools from his home in Milwaukee's Sherman Park neighborhood. "I've felt welcome in Shorewood," says the senior, who is active in sports and music at SHS. "I still do." The summer before high school, Taylor-Jordan got a summer job with Urban Underground, a Milwaukee organization that supports youth-led social justice campaigns to help promote the next generation of leaders. "That really opened my eyes to a lot of stuff I didn't notice before," he says. "I learned a lot about racial discrimination. I got a sense of my culture, a sense of what my skin truly meant."

Taylor-Jordan has continued to work for Urban Underground in the summers and volunteer during the school year "because of the good we are doing for our community and the things that I am learning."

At the June 6 protest for racial justice, Taylor-Jordan showed up with classmate Eric Lucas. As marchers were moving up North Lake Drive, the boys agreed that the protest was "too quiet." Lucas had a megaphone; the two made their way to the front and began leading call-and-response chants. "We weren't there to walk and talk, we were there to make a change," Taylor-Jordan says. "We wanted to get people motivated."

The march, he believes, "definitely made an impact in this community. I can see it, just driving around Shorewood, with the Black Lives Matter signs." It's encouraging, he says, because "we need as many people as possible to get to the resolution, which is us all seeing each other as equal."

Radical and Revolutionary

BY KATELIN WATSON AND PAULA WHEELER

To make equitable education a reality, the Shorewood School District requires people to come together, get uncomfortable, face hard truths and commit to change

▶ When Sam Coleman and Superintendent Bryan Davis began collaborating to transform systems within the Shorewood School District to deliver an equitable education for students of all races, backgrounds and abilities, they knew they had to scrap the status quo. Previous efforts to move toward equity for all had fallen short. It was time to get radical and revolutionary.

What that means, says Coleman – hired in 2019 as the district’s first director for equity and recently promoted to director of curriculum and instruction – is that the District had to be willing to reimagine everything from curricular approaches and teaching strategies, to who gets to participate in what classes, to hiring processes.

“Over the past 50-plus years, despite our attempts at adding solutions or interventions, we have not been able to eliminate the predictability of racial inequity within our system,” Coleman explains. “The radical thing to do is to explore the history of racial marginalization and exclusion within our school system and Village, identify it, name it, confront it and then have a plan for transforming systems and unlearning those biases and stereotypes.”

Coleman and Davis decided to convene District stakeholders to do this together, with the goal of building a framework for equity. To facilitate monthly sessions from October 2019 through March 2020, they called on Dr. Monique Liston, the founder of Milwaukee-based Ubuntu Research and Evaluation.

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A professional learning community run by Black women who use “liberation and beloved community frameworks to evaluate, facilitate and strategize with individuals, organizations and communities.” Ubuntu Research and Evaluation fosters research-based accountability to create an equitable world.

The sessions ultimately identified the major “systems” affecting student outcomes that need to be examined and changed, and came up with three recommendations for where to start: adding a social justice curriculum, implementing anti-racist pedagogy, and addressing fear with teachers, administrators and district leaders.

“The recommendations that came out of this work perfectly align with what we agree, as a district, is important to transform our systems and our approach to teaching and learning,” Coleman says. “I think the priorities really speak to the community’s awareness and readiness to confront the way our curriculum has worked for a normed group and has left out a vast range of identities and perspectives and experiences. It was powerful for the participants to acknowledge this and admit that Shorewood has a very homogeneous, Euro-centric educational approach that’s not healthy for any student.”

EMBRACING DISCOMFORT, AMPLIFYING VOICES

Participant feedback about the sessions showed a general appreciation for being able to engage in uncomfortable but necessary conversations about identity, oppression and implicit biases. During many activities, participants were instructed to hold hands, make intimate eye contact and reflect.

(continued on page 30)



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(continued from page 28)

At the first session, says participant Michelle Waite, people were asked to pair up for introductions – and the “more marginalized” individual in each pairing was directed to go first. “So we’re there holding hands with a stranger we’d just introduced ourselves to, and then trying to have this dialogue: ‘What’s your background? Are you more marginalized than me?’ That kind of put everybody in the same place,” Waite says.

Students also shared personal experiences that brought the harm of inequity to light.

“Without question, the most valuable aspect of these sessions was getting to hear my students’ experiences around equity, specifically my Black students,” says SIS special education teacher Sam Prystawik. “I think doing the work side by side with the students consistently centered us all on why we were there. It helped us unpack this idea that because our system was created to benefit certain students, the work must start with a mindset shift in how we think about education in Shorewood.”

Rising SHS freshman Litnell Nash says he participated in the sessions because he believes student perspectives help community and staff understand the most urgent issues.

“I felt like I could speak an (the adults in the room) would listen and they would care about what my ideas were,” says Nash. “A Black, male student using his voice and people actually listening does not happen every day.”

A MARATHON MINDSET

Coleman points out that there are no quick fixes to transforming inequitable systems, something sessions participants seemed to grasp based on their feedback.

“For people confronted with a very ugly or uncomfortable truth, there’s an urge to address it right away because you want those feelings of guilt, shame or sadness to dissipate,” Coleman says. “This can’t be about doing what



“This can’t be about doing what mitigates shame and guilt. To truly transform an entire system that was set up to marginalize some and benefit others is a collective and strategic process, and we have to commit to the long-term approach in order to be successful.”

—Sam Coleman, District director of curriculum and instruction

A PROVEN GUIDE

The need for an “operating system” to initiate and structure its work has led the District to adopt **Integrated Comprehensive Systems for Equity**, a research-based approach with an impressive track record:

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For details on ICS Equity and updates on the District’s progress, visit shorewood.k12.wi.us/equity.

mitigates shame and guilt. To truly transform an entire system that was set up to marginalize some and benefit others is a collective and strategic process, and we have to commit to the long-term approach in order to be successful.”

He warns that the work ahead requires deliberate effort to combat the potential fatigue that may stymie progress along the long and difficult road to achieving equity. “The recommendations generated require us as a community to actively resist and actively work against Shorewood’s structural and systemic legacy of racism,” Coleman explains. “As the political tides ebb and flow, as new issues of the day come about, and as competing priorities arise, it’s important for us to remember that equity work is not something we do on the side, but instead it is the lens that we have to see our work and our lives through every single day. The endurance that’s needed to sustain this has to be strategically built and very intentional.”

Says Stephone Jordan, SHS social studies teacher and sessions participant, “I think the biggest challenge (as a teacher) will be adapting multicultural language and themes into every lesson and being able to change and recreate a lesson on the fly to be more relevant to each class you teach. But I’m excited to collaborate with my colleagues and have great brains working together to get the end result we want.”

Coleman says he is optimistic about Shorewood’s ability to sustain focus and accomplish equity goals. “We have a village and a group of teachers who are committed to doing this work and who have answered the call with optimism, hope, energy, and authenticity,” he says. “That’s half the battle, and I truly believe that we will get there.” ■



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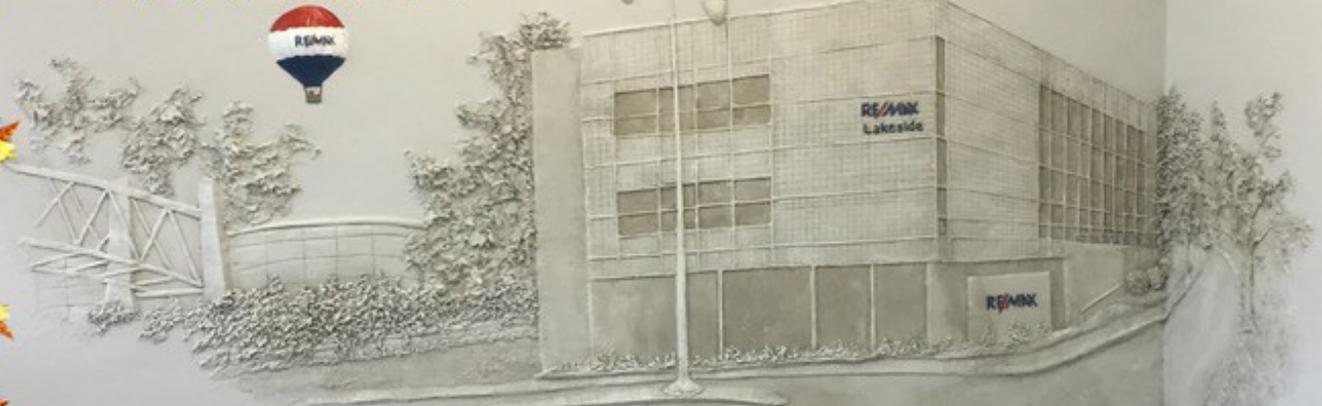
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Eric "Shake" James at his Shorewood store, Clicks.

But I saw a vision of what could be and was not going to let anybody tell me where I couldn't be. I honestly feel like it's been a great experience being in Shorewood."

That doesn't mean there haven't been some awkward moments over the years, whether it was the contractor who remarked that the owners "must really trust her" by giving her a key to the building, not realizing she was the owner, or the school-aged customer who urged his friends outside to come in by telling them, "They're very nice people."

Chesser never let it discourage her. "I always focus on the positive," she says. "I just take it in stride and keep moving forward."

For Jerolynn Bell-Scaggs, locating her therapy practice, Family Healing and Wellness Center, at 3970 N. Oakland Ave. in Shorewood was a deliberate decision. "I wanted to be in the suburbs because I wanted to be accessible to residents of color who may prefer to see someone who comes from their same culture," she explains. "I also wanted it to be easy for my existing clients to reach me, so it was important to be on the bus line."

With regard to being a Black business owner in Shorewood, she says, "I haven't experienced anything disrespectful personally," she says. "And my clients haven't ever mentioned anything to me."

Bell-Scaggs has been impressed by efforts she's seen locally on the part of white residents to educate themselves on the Black experience in America and get involved in the protests. "I definitely expected to see Black people, but to see so many Caucasians, both locally and across the country, that was surprising to me," she says.

For financial advisor Craig Bulluck, settling upon a Shorewood location for his Edward Jones office made sense as a resident. He has been happy with his location at 4314 N. Oakland Ave., and while he says he's never experienced "explicit" racism, "Implicit bias is something a lot of people have," he says. "It's a thing you can just feel."

"I grew up in the inner city in the 1970s, so I'm jaded," he adds. "And in my line of work, there's almost nobody of color, so in some cases, I may be the first Black financial advisor they've seen."

Eric "Shake" James, owner of Clicks at 1916 E. Capitol Dr., opened a store that sells Adidas shoes and apparel in

(continued on page 35)

Get to Know Shorewood's Black Business Owners

BY JENNIFER ANDERSON | PHOTOS BY PATRICK MANNING

Black business owners in Shorewood are part of a small cohort of minority proprietors: only five are Black owned.

For some, deciding to open their business in Shorewood was the result of a happy accident.

"I wasn't even looking to open a business yet. I was just helping a friend find an apartment," explains Jackie Chesser, owner of specialty popcorn and chocolates store Goody Gourmets at 4425 N. Oakland Ave. "But when we pulled up in front of this quaint little storefront, I just said 'Honey, this is it.'"

Fifteen years later, her business has grown to the point where she has opened a second store and her initial instincts have paid off.

"People told me I was crazy to open a business in Shorewood," she says. "At the time, we were in the beginning of a recession. Shorewood was not as vibrant as it is today, and there were lots of vacancies.



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Clockwise, from left: Craig Bulluck outside his Edward Jones office; Jackie Chesser of Goody Gourmets; Jerolyn Bell-Scaggs, who operates Family Healing and Wellness Center; Nino's Southern Sides, owned by Valerie Daniels-Carter.



(continued from page 33)

Shorewood to prove that stylish urban fashions would sell well here in the 'burbs.

"I was always frustrated that we didn't have no fresh clothes here, that we had to go to Chicago for that kind of thing," says James, who grew up in Milwaukee and began touring with the hip-hop band RUN-D.M.C. from the age of 14. "I knew if we had that kind of thing here, people would buy it!"

James, who moved to Shorewood 15 years ago so his children could attend Shorewood schools, says living and working in the Village has been "great."

"Early on, I could tell everyone was trying to figure out what I was doing here," he says. "I was living the rapper's life and they were like 'What does he do?'"

"I know some of my Black customers might be scared or intimidated coming to Shorewood," says James. "But I haven't experienced anything negative from the Shorewood P.D. or my neighbors. Never."

When Nino's Southern Sides

opened in 2014 at 4475 N. Oakland Ave., owner Valerie Daniels-Carter had faith that there would be demand for the kind of down-home Southern cooking, like fried catfish and collard greens, that her restaurant had to offer. "I was just trying to match a need with an opportunity," she says. "I do believe it's a very friendly community. Shorewood residents have been very receptive to us."

The business withstood a devastating blow when Gloria Robinson, who managed the restaurant, passed away in April due to complications related to Covid-19. Her husband, Odell Robinson, said his wife was "the secret behind Nino's" and admirers praised her for bringing soul food to Shorewood. The community's outpouring of sympathy has been heartening, and Daniels-Carter says residents have been very supportive throughout the pandemic and understanding of the challenges of the restaurant's limited re-opening. ■





A recommended nonfiction reading list around race and racism curated by Reggie Jackson, head griot of America's Black Holocaust Museum and a featured presenter at the Shorewood Public Library, is available at shorewoodlibrary.org. Along with the books shown here, the library's Black fiction list features titles like Jesmyn Ward's *Salvage the Bones*, *The Turner House* by Angela Flournoy and *The Book of Night Women* by Marlon James.

LEARN

While Spike Lee's 1989 classic *Do the Right Thing* – despite being older than today's student activists – still packs a relevant punch, here are a few newer fiction and nonfiction films that address historical inequity and reflect current realities.

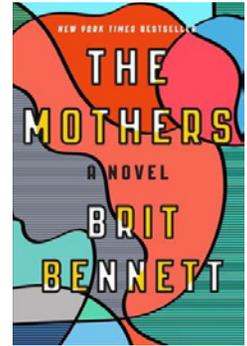
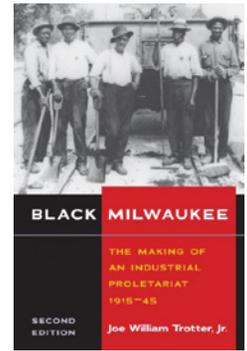
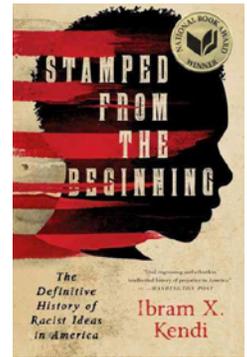
Dear White People
(2014 film and 2017-2020 Netflix series)

Blindspotting
(2018 film addressing race and gentrification in Oakland, Calif.)

I Am Not Your Negro
(2016 film based on an unfinished James Baldwin manuscript)

13th
(2016 documentary on America's history of racial inequality)

When They See Us
(2019 Netflix miniseries on the falsely accused "Central Park Five")



WATCH

These local organizations – connected to our Shorewood residents and students – are among many that work to promote racial equity and need your continued support.

Love On Black Women

Shorewood resident Shavonda Sisson knew there were too many Black women in Milwaukee who desperately needed financial support fast, whether it was to buy food for their families, make the rent or just pay the electric bill. She also knew that there were good people willing to give. Sisson decided she would connect the dots by creating Love On Black Women, a fund that links up these two groups rapidly and easily.

Black women in need fill out a simple online application, and Sisson responds with the funds, swiftly turning around requests. The fund's website is upfront about its goals and methods, saying "We trust Black women to be

honest about their needs, we don't ask for follow-up, and we don't want dollars that come with a burden of proof."

Donor response has been heartening. When Sisson started the fund last year, she hoped to get at least \$1,000 in donations to give away; so far just this year, she's raised over \$40,000.

The goal is "very quick dispersal of funds," says Sisson, and donations are capped at \$600 per year per applicant. "I prioritize Black women who are trying to leave abusive situations, but we try to fully meet the requests of anyone who applies."

"I have been so impressed by the number of people giving in ways that I know require sacrifice on their

part," she says. In particular, she's been touched by those women who have received support from the fund who then make their own contributions when they're able.

"Maybe it's only \$5 a month, but it speaks to their gratitude and the ways in which people want to support others who are going through their own hard times," says Sisson. "When people give, they are having an immediate impact on someone's life."

loveonblackwomen.com

ACT

GO



Shorewood Discusses Race with Dr. Erin Winkler

Sat., Oct. 24, 10:30 a.m. – noon (virtual)

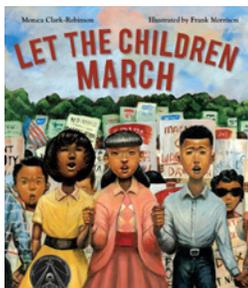
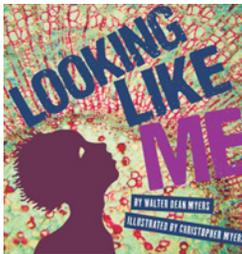
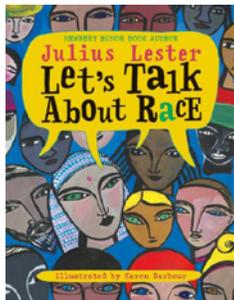
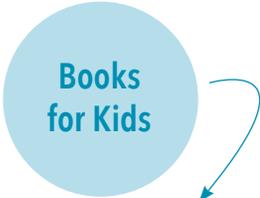
Dr. Erin Winkler, associate professor of African and African Diaspora Studies at the University of Wisconsin-Milwaukee, will share racial identity development

models and explain how our understandings of and reactions to racialized issues in our daily lives are related to our own racial identity development processes. She will discuss ways racial identity development affects children and youth specifically. Opportunity for questions and answers at the end of the discussion. The program will be held virtually and is sponsored by the Shorewood Public Library and the Shorewood School District.

For details, visit shorewoodlibrary.org.

Social Justice Stories

As the library plans for a Social Justice Story Time (when safe) children's librarian Heide Piehler is curating good reads for children of all ages about race and racism.



Milwaukee's Urban Underground

Where Shorewood students work and volunteer to help promote the next generation of leaders committed to building safe and sustainable communities. urbanunderground.org

50 Miles More

Founded by SHS alumnae Katie Eder in early 2018 and led by young people including SHS students and alums devoted to unlearning and dismantling systemic oppression. 50milesmore.org

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Senior Resource Center

Fall Office Hours

Mondays &
Wednesdays
9:30 a.m.–noon

Events/Activities

Grab and Go Drive-Through Dining*

Wednesdays, Oct. 28 & Nov. 18, Noon–12:30 p.m.

Representatives from the SRC, the Elder Services Advisory Board and Shorewood Connects offer masked smiles, waves and conversation, while masked participants drive through the Grab & Go course in Hubbard Park's lower circular drive. Along the way, multiple stops include games, prizes, delicious boxed lunches and even "swag bags." *Residents \$10/nonresidents \$12, please pre-register with payment.*

- **Oct. 28: "Historical Harvest"**
Learn more about the Hubbard Park area's colorful past.
- **Nov. 18: "Gratitude and Go"**
Create and post messages of gratitude on your vehicle for all to enjoy.

Take & Make Greeting Cards

September – November

Our card-stamping instructor Kathy Beck created kits for making greeting cards at home. One new kit is available each month. Starter kits \$5/basic kits \$2. *Contact the SRC to reserve your kit.*

Walking History*

Wednesdays, Sept. 23 & Oct. 7, 10–11 a.m.

What did the Village look like in the early 20th century? Join Shorewood historian Karen de Hartog for a short, guided walk. *Pre-registration and masks required; seven registrants per walk.*

Toe Nail Trimming*

September – November

Schedule a toe nail trim at Village Center! A certified foot care specialist and nurse with Toe Nail Trimmers, LLC, a mobile company that provides safe, cost-effective foot and toe nail care, will be available by appointment. *\$29 fee includes toe nail trim, foot assessment, massage and moisturizer. Contact the SRC office to schedule and receive instructions.*

Zoom Offerings

Contact the SRC for assistance with Zoom.

Zoom Qi Gong

Ongoing Mondays, 10 a.m.

This class taught by Sherrod Milewski of the Milwaukee T'Ai Chi Ch'uan Center will focus on reducing stress, improving balance, general coordination and lively awareness. *Donations encouraged.*

Zoom Gentle Yoga

Tuesdays, Sept. 1–Dec. 29, 10 a.m.

Meredith Watts of the Milwaukee Yoga Center leads this practice that works all muscle groups and helps maintain flexibility of the spine and joints. *Donations encouraged.*

Syllables of Velvet: Rediscovering Emily Dickinson

Mondays, Sept. 14–Oct. 26, 11:30 a.m.–12:30 p.m.

We look at Dickinson's lesser-known verses to better understand her and her poetry, then let her writing inspire our own. Led by Barbara Collignon, a Dickinson scholar and fan.

Zoom Time with Kelly

Thursdays, 10–11 a.m.

Join Kelly Schroeder-Strong, (Bingo caller and Let's Dance instructor) weekly for activities including catch-up time, a group activity, guided meditations and sharing conversation.

A Date with History

Mondays, Sept. 21, Oct. 19, Nov. 16, Dec. 21, 1–2:30 p.m.

- Sept. 21: **Golda Meir.** Book: *Golda Meir* by Jean Blashfield.
- Oct. 19: **First Ladies.** Book: *First Ladies: Presidential Historians on the Lives of 45 Iconic Women* by Susan Swain.
- Nov. 16: **Anti-Semitism.** We will examine why it began and why it continues, why it is increasing and figures of significant influence.
- Dec. 21: **Michelle Obama.** Book: *Becoming* by Michelle Obama.

Dementia Awareness Work Group Offerings

Caregiving in the Age of Covid-19

Tues., Sept. 15, 6:30–7:30 p.m.

Zoom discussion with local professionals about current caregiver concerns, resources available and strategies for planning ahead.

Proven Ways to a Healthier Brain

Tues., Nov. 10, 6:30–7:30 p.m.

A discussion on lifestyle changes proven to reduce the likelihood of an individual developing diseases that cause dementia.

Drive-Thru Shorewood Memory Café*

Thursdays, Sept. 17, Oct. 15, Nov. 19, 2:30–3 p.m.

Our Drive-Thru Memory "Car-fé" welcomes people with dementia and their care partners to these events in Hubbard Park's lower circle. Multiple stations feature brief interactive visits and activities. Leave with a take-home treat and activity. *Please pre-register.*

***Masks required for participation.**

Unless otherwise noted, all classes are free and meet in the lower level of Shorewood Village Center at 3920 N. Murray Ave.

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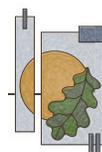
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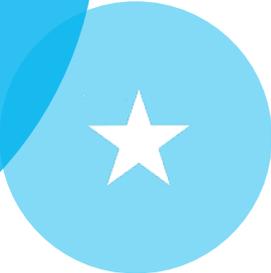
Request an absentee ballot online at MyVote.WI.gov and it will be mailed to you.

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Download the application for an absentee ballot or send an email to elections@villageofshorewood.org and request an application to be mailed. Complete the application and return to: Shorewood Village Clerk, 3930 N. Murray Ave., Shorewood WI 53211. **You must include a copy of your photo ID.**



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2. Print and fill out online registration form and mail to: Shorewood Village Clerk, 3930 N. Murray Ave., Shorewood OR drop off in the white mailbox behind Village Hall
3. At your polling station on voting day; **bring proof of residence and an ID**
4. In person at Village Hall (call 414.847.2700 in advance for information)

WHO MUST REGISTER

- ▶ New Wisconsin voters
- ▶ Those with a name or address change since having registered previously, even if it's just an apartment change in the same building
- ▶ Anyone who has not voted in the last four years

