



**Agenda**  
**Human Relations Commission**  
**January 14, 2021, 6:30 P.M.**  
via teleconference  
3930 North Murray Avenue, Shorewood, WI

Call: 312-626-6799

Meeting ID: 982 1220 7036

Passcode: 857511

Join the Video Call: <https://zoom.us/j/98212207036?pwd=QIRYbml2QzNEbEFYTklxL2czOXBzQT09>

1. Call to order
2. Consider Approval of December 10, 2020 minutes
3. Public Comments
4. Discuss Observations in the Community
5. Staff Liaison Updates
6. Introduction – Shari Tucker, Director for Equity with Shorewood School District
7. Discuss Project Onyx and potential future Shorewood Speaks topics – presentation by Steph Saliva with the Shorewood Business Improvement District
8. Subcommittee Updates on Implementing Plans to Address Racial Inequities
9. Update from EDI Committee HRC Representatives
10. Other Subcommittee Updates
11. Future Agenda Items and Speakers
12. Adjournment

**DATED** at Shorewood, Wisconsin, this 7th day of January, 2021,

**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**

**December 10, 2020 6:30 P.M.**

via Teleconference

**1. Call to order.**

The meeting was called to order at 6:32 p.m.

Members present: Sharveta Parker, McKenzie Edmonds, Molly Fox-Kincaid, Alicia Obiakor, Maria Van Hoorn, Matt Weiss, Deba Briscoe, Shavonda Sisson

Members not present: Jesse Dercks

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

**2. Consider Approval of November 12, 2020 minutes**

Ms. Van Hoorn moved to approve the November 12, 2020 minutes. Motion seconded by Ms. Edmonds. Motion approved by a 8-0 vote.

**3. Public Comments**

Tr. Amenta mentioned the Village Board did approve the application to put up a public menorah at Atwater Park.

**4. Discuss Observations in the Community**

No observations shared.

**5. Staff Liaison Updates**

No staff liaison updates.

**6. Consider Proclamation to be Presented at Village Board for Martin Luther King Jr. Day**

Mr. Burkart shared the proclamation in the agenda packet. Members reviewed the proclamation. It was discussed that a list of service opportunities would be shared through Village communications. Mr. Burkart will follow up on how many of the opportunities will be virtual due to COVID. Ms. Parker moves to approve the proclamation to be signed by President Rozek and presented at the January 4 Village Board meeting. Mr. Weiss seconded the motion. Motion approved by a 8-0 vote.

**7. Discuss Thoughts from the Police Org Study Draft Report Presentation**

Alexander Weiss Consulting presented a draft study during the November 19 meeting. The members had some discussion about their thoughts on the study and presentation. Some of the topics discussed include needed improvement with the data software to

provide better transparency, affirmation of the stories already heard through the process, roles when it comes to making policy and oversight of the Police operations, improvements to the file complaint process, and the response from the consultant when asked if the data supports racism in the Police Department. There was additional discussion about if it is needed and important for the Village to conduct a traffic study to identify the estimated demographics driving through the Village to gain a better baseline analysis for traffic stops. Ms. Dori Frankel Steigman provided an update on behalf of the Police Accountability Committee. They met with Chief Nimmer to begin brainstorming ways to improve the complaint process. Mr. Burkart also presented the policy question of how the Police Department should perform to enforce traffic violations moving forward. The Commission and officials on the call mentioned how data can be utilized to initiate Police operational and policy changes. Lt. Liebenthal clarified the types of data the Police Department are able to provide. Members were encouraged to do a ride along or walk along with the Police Department.

#### **8. Subcommittee Updates on Implementing Plans to Address Racial Inequities**

Data – The subcommittee met to debrief Mr. Weiss’s presentation. The subcommittee was impressed with the report. They formulated some follow up questions that Mr. Weiss responded to. Their next meeting will assess his prioritization of the recommendations and see how that compares to their list of priorities. There was discussion about extending the Data subcommittee to also incorporating Police relations.

Policy – Ms. Briscoe will be stepping down and Ms. Van Hoorn will be the new chair. No report for this month.

Education – Ms. Sisson is the new chair of the subcommittee. Ms. McKaig provided a new opportunity of training to engage the community through the Library and Village.

#### **9. Update from EDI Committee HRC Representatives**

The last EDI meeting Mr. Coleman reviewed the identity development inventory. Members were asked to review their own status for each of these developmental areas. Mr. Burkart mentioned Mr. Coleman will be entering phase 2 of the process, which entails meeting with department heads to identify goals and action steps to improve their internal practices to promote diversity, equity, and inclusion. Mr. Burkart responded to Mr. Carlson’s question that Mr. Coleman will more than likely be discussing recruitment and hiring practices of police officers when meeting with Chief Nimmer.

#### **10. Other Subcommittee Updates**

No reports.

#### **11. Future Agenda Items and Speakers**

Reggie Jackson will be speaking at the Library in January. Ms. Tucker is the new Director of Equity and would like her to join a future meeting.

Human Relations Commission  
December 10, 2020 Minutes

**12. Adjournment**

Mr. Weiss moved to adjourn the meeting. Motion seconded by Ms. Van Hoorn. Motion approved by 8-0 vote. Meeting adjourned at 7:48 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 <a href="https://8cantwait.org/">https://8cantwait.org/</a> 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