



Agenda
Human Relations Commission
February 11, 2021, 6:30 P.M.
via teleconference
3930 North Murray Avenue, Shorewood, WI

Call: 312-626-6799

Meeting ID: 914 7956 4085

Passcode: 874016

Join the Video Call: <https://zoom.us/j/91479564085?pwd=VIMrTHhwcXAzcmRDeGxDT2NjOEt1UT09>

1. Call to order
2. Consider Approval of January 14, 2021 minutes
3. Public Comments
4. Discuss Observations in the Community
5. Staff Liaison Updates
6. Discuss and Consider 2020 Annual Report and 2021 Future Initiatives
7. Subcommittee Updates on Implementing Plans to Address Racial Inequities
8. Update from EDI Committee HRC Representatives
9. Other Subcommittee Updates
10. Future Agenda Items and Speakers
11. Adjournment

DATED at Shorewood, Wisconsin, this 4th day of February, 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

January 14, 2021 6:30 P.M.

via Teleconference

1. Call to order.

The meeting was called to order at 6:30 p.m.

Members present: Sharveta Parker, McKenzie Edmonds, Molly Fox-Kincaid, Maria Van Hoorn, Matt Weiss, Shavonda Sisson, Charlie DeSando, Ana Belen Duran Lopez, Alicia Obiakor (arrived at 6:42 p.m.)

Others present: Assistant Village Manager Tyler Burkart, School Board Member Clarke Warren, Tr. Wesley Warren, Lt. Tom Liebenthal, Director of Equity Shari Tucker, Steph Salvia

2. Consider Approval of December 10, 2020 minutes

Ms. Edmonds moved to approve the December 10, 2020 minutes. Motion seconded by Mr. Weiss. Motion approved by a 8-0 vote.

3. Public Comments

Ms. Michelle Waite from the board of Shorewood Moving Forward read a letter on behalf of SMF and Shorewood Solidarity Network read a letter that was addressed to the Village Board and Police Chief Peter Nimmer. The letter was about the need of a Police Oversight Committee based on recent events in Kenosha with Jacob Blake. The letter also encouraged Kenosha to conduct a further investigation of the shooting of Jacob Blake. Tr. Warren shared his thoughts about the recent events at the U.S. Capitol involving the current President. Ms. Ann McKaig expressed her feelings about the movement of white nationalism and its disruption on society. Ms. Sisson contributed her thoughts on how some were surprised with the events but we shouldn't be based on how voices have been silenced as we see recent actions to protect whiteness. There was a reflection about how these actions are still close to home here in Shorewood. Ms. Parker also reflected on her thoughts on how to explain the actions at the U.S. Capitol to her daughter and what difficult challenges still exist at home. Ms. Obiakor talked about the emotional fatigue of being fully surrounded by whiteness as a black student. Ms. Van Hoorn expressed her commitment to continue the hard conversations so we all can improve and address the disturbing actions. Mr. Natraj Shanker provided his perspective on how hatred is increasing all over the world and listening to each other can build bridges to move beyond the hatred and disrespect. Ms. Sarah Wang thanked everyone for sharing their comments.

4. Discuss Observations in the Community

No further observations to discuss.

5. Staff Liaison Updates

President Rozek presented the signed MLK service proclamation during the January 4 Village Board meeting. The recent manager's memo featured message called attention to the proclamation with a resource on how residents can serve this upcoming MLK holiday. The program for Reggie Jackson, a four part series, will start on January 18 and community members need to register in advance.

6. Introduction – Shari Tucker, Director of Equity with Shorewood School District

Ms. Shari Tucker applauded members for having the courage to share their thoughts and truth. Ms. Tucker shared her thoughts related to her position and ways she'll work with the school and community partners to address equity issues in the community. There will be an upcoming four part series where community members can learn from Dr. Clapper about ways to engage with others who express or demonstrate racist actions. Ms. Tucker will share that information with Mr. Burkart to share with the Commission.

7. Discuss Project Onyx and potential future Shorewood Speaks topics

Shorewood Business Improvement District Steph Salvia presented on Project Onyx. It is a group that recently formed who is looking to coordinating racial equity and commerce of people of color discussions in several communities. The BID could help sponsor such an event if the Commission would like Project Onyx to be involved. Mr. Burkart shared that Project Onyx could be a possible future Shorewood Speaks topic. Commission members shared some of their experiences with the professionals who are a part of Project Onyx. Based on support expressed from the Commission, Mr. Burkart will setup a meeting with Project Onyx and the Education Subcommittee next week to begin planning for a future Shorewood Speaks.

8. Subcommittee Updates on Implementing Plans to Address Racial Inequities

The Policy subcommittee met identified the 8 Can't Wait campaign and reviewed the implementation plan of the Police Org Study on how those initiatives address the actions listed in the 8 Can't Wait campaign. The subcommittee also discussed the possibility of a social worker to be staffed with the Police Department. They are requesting data to get a better sense of the number of calls related to mental health.

The Data subcommittee met to discuss the Police complaint process and ways to collaborate with Shorewood Moving Forward and Shorewood Solidarity Network. Mr. Burkart mentioned the Village Board approved the priorities for action in the Police Org Study. Community members can attend future Public Safety Committee meetings to receive updates on the progress of the initiatives. Mr. Burkart summarized the different organization structures between police, fire, and dispatch.

9. Update from EDI Committee HRC Representatives

Ms. Van Hoorn reported that Sam Coleman will be reviewing with the different members on ways to work on organization practices, policies, and procedures within each department.

10. Other Subcommittee Updates

No reports.

11. Future Agenda Items and Speakers

No future agenda items.

12. Adjournment

Mr. DeSando moved to adjourn the meeting. Motion seconded by Mr. Weiss. Motion approved by 9-0 vote. Meeting adjourned at 7:58 p.m.

Respectfully submitted by,

Tyler Burkart,
Assistant Village Manager

Village of Shorewood 2019 Annual Report

**VILLAGE OF SHOREWOOD
DEPARTMENT / COMMITTEE ANNUAL REPORT**

Instructions: To help inform the Village Board on the annual operations, services and activities being performed by all areas of the Village, the Village Manager is asking each department and citizen committee to complete the following report. Please contact the Village Manager's Office if you have any questions about the report.

Name of Department / Committee:

Name of Department Head / Committee Chair:

Other Department Managers / Committee Members:

Identify your most significant department / committee services and activities performed in the past year.

Village of Shorewood 2019 Annual Report

Identify your department / committee proposed initiatives that you hope to perform or implement in future years. Initiatives are significant subjects such as service delivery changes, capital items, programs, or studies that require Village resources and time to execute. Each initiative listed should link to one of the six vision statements in [Vision 2025](#) on pages 6-8. Include the vision number(s) in the “Relationship to Vision 2025” column corresponding with the vision statement(s) that best relates to the initiative along with a brief explanation. For each initiative, please complete the “Request Execution of New Village Initiative” form to complete this section. For citizen committees, please utilize your staff liaison to complete this form.

Department / Committee Initiative(s)	Relationship to Vision 2025
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	

Village of Shorewood 2019 Annual Report

VILLAGE OF SHOREWOOD DEPARTMENT / COMMITTEE ANNUAL REPORT

Instructions: To help inform the Village Board on the annual operations, services and activities being performed by all areas of the Village, the Village Manager is asking each department and citizen committee to complete the following report. Please contact the Village Manager's Office if you have any questions about the report.

Name of Department / Committee:

Name of Department Head / Committee Chair:

Other Department Managers / Committee Members:

Identify your most significant department / committee services and activities performed in the past year.

- 1.
- 2.
- 3.

Village of Shorewood 2019 Annual Report

Identify your department / committee proposed initiatives that you hope to perform or implement in future years. Initiatives are significant subjects such as service delivery changes, capital items, programs, or studies that require Village resources and time to execute. Each initiative listed should link to one of the six vision statements in [Vision 2025](#) on pages 6-8. Include the vision number(s) in the “Relationship to Vision 2025” column corresponding with the vision statement(s) that best relates to the initiative along with a brief explanation. For each initiative, please complete the “Request Execution of New Village Initiative” form to complete this section. For citizen committees, please utilize your staff liaison to complete this form.

Department / Committee Initiative(s)	Relationship to Vision 2025
1.	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	

Village of Shorewood 2019 Annual Report

FOR VILLAGE DEPARTMENTS: Please review and evaluate the Village fee schedule. For fees that should be modified or require additional review from the Village Board, please list out those fees in the chart below. In addition, please indicate your department's recommendation to amend the fee. If the fee impacts additional departments, please list the following departments you've contacted and gained their approval involving your recommendation.

Village Fee – include Fee amount	Recommended Modification	Departments Approving Recommendation
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		

Shorewood Speaks: Candid Conversations on Progress towards Racial Equity

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

Shorewood Speaks: Candid Conversations on Progress towards Racial Equity

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

Shorewood Speaks: Candid Conversations on Progress towards Racial Equity

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