



Agenda
Human Relations Commission Sub-Committees
May 9, 2019, 6:30 P.M.
Village Committee Room
3930 North Murray Avenue, Shorewood, WI

1. Call to order
2. Break out into Sub-committee Groups
 - a. Education, Programming, and Outreach
 - b. Process, Policy, and Legislative Review
 - c. Data Analytics, Documentation, and Reporting
3. Adjournment

DATED at Shorewood, Wisconsin, this 2nd day of May, 2019,

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.

Policy Sub-committee Notes from 3/14

Sub-policy members present: Parker, Sharveta, Mira and Diba.

The sub-policy examined the proposal of the Village's stance on Holiday lights. We, as a committee were curious to find out other villages policies regarding this matter and how many have ended in legislation. We were given the example of the City of Chicago's policy regarding this matter with regards to holiday lights. We are not seeking to re-dine the law as designated by the Federal law, but considering to be more inclusive. What does inclusion mean and at what cost?

We, as a committee spoke about what defined secular and religious. The differences in the misconceptions regarding the terms, considering that two of the members identified as practicing Catholics and one identified as Christian, despite us all being Christians, We discussed how religion and Christianity lead to colonialization and to this day shapes peoples' attitudes. We, also discussed mis-perceptions about Christmas trees and how they are not concerning Christ.

The data subcommittee has offered to investigate the numbers in terms of states and villages regarding this policy on holiday lights.

If there is a need for any clarifications or further conversations, please feel free to contact any member via email.

Sharveta

Human Relations Commission – Education Sub-committee update – February 19, 2019

Sarah emailed 1/22 Officer Tom and has not heard back. Sarah is going to reach out to Anne McCabe to see if she can get officer Tom to respond. Our goal is to work with Shorewood police department to engaging the Shorewood community about issues related to police officers.

We are wondering if the HRC is interested in the On The Table event in October (October 11). Charlie said they would provide material and they would come out and have a training for us.

The next Shorewood Moving Forward meeting in March 16th from 9-11 at Sherman Phoenix. It would be great if several of us could attend. Sarah and Kerri and planning on attending.

Kerri reach out to Jen Murray about meeting in March. She asked Jen for dates and times for an hour meeting. We will plan on meeting at the Shorewood Library. Once we get dates and times from Jen, Kerri will send out doodle invite to all of the sub-committee members so we can get a meeting scheduled.

We discussed the education on cultural competence issue. Kerri introduced the idea of Dining for Diversity. Sarah and Charlie thought it was a good idea and would be a good way to kick off this subject. We are thinking about having a dining event in May. Kerri sent an email to the contact at Dining for Diversity asking them to reach out.

Sarah reached out to Dr. Davis to find a date that would work for him to meet with us. Sarah suggested that we might want to attend the next Diversity workshop or Affinity meeting since Dr. Davis may not have time to meet. Sarah is not sure when the next meet is scheduled. Sarah will let us know.

Data Sub-Committee Meeting

3/14/19

Present: McKenzie Edmonds and Jesse Dercks

1. Committee members discussed data sources easily accessible for Village information:
 - a. Crime Police Statistics-Crime Reports
 - b. DPI-Education
 - c. US Census
 - d. UW-Extension
 - e. Individual studies/surveys per request from Planning and Development Department
2. Committee members discussed community survey. Due to the limited individual line data available to HRC, committee suggests adding a question pertaining to household race for the community survey under demographics.

Committee suggests to add question in this style:

of Individuals in Household

White (Not of Hispanic origin)
Black (Not of Hispanic origin)
Hispanic
Asian or Pacific Islander
American Indian or Alaskan Native
2 or More Races

For example- A Household of four may complete the survey as:

of Individuals in Household

1	White (Not of Hispanic origin)
	Black (Not of Hispanic origin)
	Hispanic
1	Asian or Pacific Islander
	American Indian or Alaskan Native
2	2 or More Races

After discussion as a committee, we agreed that the line item racial make-up of the home was valuable to the HRC for considerations and recommendations in the future since most of the information we found available was aggregated data. The committee discussed different ways that the question could be asked on the survey and took into account length of survey.

3. Committee members discussed the need to begin reviewing Village Board agendas, so that committee members can work on analysis based on data to show estimated impact of agenda items on various demographics.



Human Relations Commission

Minutes

April 11, 2019 6:30 P.M.

Village Hall

3930 N. Murray Avenue, Shorewood, WI 53211

1. Call to order.

The meeting was called to order at 6:34 p.m.

Members present: Kerri Balliet, Sharveta Parker, Sarah Spencer, Jesse Dercks, Gladys Mitchell-Walthour, and student members Mira Lee Prabhu and Julia Appel

Others present: Assistant Village Manager Tyler Burkart, Trustee Ann McKaig, Trustee Davida Amenta, Natraj Shanker, Shorewood Connects Coordinator Sue Kelley, Lt. Thomas Liebenthal, SRC Coordinator Elizabeth Price

Members not present: McKenzie Edmonds

2. Consider Approval of January 10, 2019 minutes

Mr. Balliet moved to approve the January 10, 2019 minutes. Motion seconded by Ms. Parker. Motion approved by a 5-0 vote.

3. Public Comments

No public comments.

4. Discuss Observations in the Community

Ms. Appel and Ms. Prabhu indicated a letter was sent home to residents due to comments and concerns with a SIS teacher.

5. Staff Liaison Updates

Mr. Burkart informed the Commission that the community survey is now available. The data sub-committee will be analyzing the results once the survey is completed. Ms. Sisson will no longer serve on the Commission and resigned. Members are encouraged to recruit residents in the community to apply for the vacant position on the Commission. There was discussion about incorporating diversity and inclusion training for the Village Board and other officials. The Commission asked for staff to reach out to previous applicants and see if there would be interest in applying again.

6. Discuss ways to collaborate with Shorewood Moving Forward, Elder Services Advisory Board, and other Community Groups

Members from Shorewood Moving Forward and Elder Services Advisory Board were present to discuss their mission, purpose, and potential ways to collaborate with the Commission. Shorewood Moving Forward is currently focusing their efforts on policing and inclusions of students in the schools. The Elder Services Advisory Board (ESAB) is currently working on an Age-Friendly Plan for the Village. ESAB is challenging the Commission to identify ways to address ageism with their priorities.

7. Report from Sub-Committee Groups

This item was incorporated in agenda #8.

8. Discuss Prioritization and Annual Report for Human Relations Commission

The Commission spent some time discussing their accomplishments over the last year and their upcoming priorities. Accomplishments over the past year include:

1. Mission statement
2. Sub-committees formulated
3. Improved relations among members
4. Community input on human relation concerns and issues
5. Begin connections and build cohesion with other community partners
6. Create structure of meetings and agenda
7. Begin review of holiday decorations policy
8. Data subcommittee reviewed community survey and provided recommendations
9. Brainstorm ways for the Police Department to provide data and information to the Commission

Upcoming priorities over the next 12 months for the Commission include:

1. Initiate an event called Diverse Dining – five dinners where there’s a facilitated dinner around diversity, ageism, and cultural exploration.
2. Sponsor “On the Table” event in Shorewood
3. Collaborate with the Police Department to acquire data and information
4. Formulate recommendations toward language for hiring and RFP processes
5. Review data from the community survey, identify correlations, and make recommendations related towards policies, programs and procedures
6. Finalize a holiday decoration policy for the Village
7. Research and develop a code of conduct and ethics policy

9. Future Agenda Topics and Speakers

Mr. Shanker recognized Ms. Prabhu for her award, “Service above Self.” Mr. Dercks added a reminder to include student voting rights to the June agenda.

10. Adjournment

Ms. Spencer moved to adjourn the meeting. Motion seconded by Ms. Balliet. Motion approved by 5-0 vote. Meeting adjourned at 7:54 p.m.

Respectfully submitted by,

Tyler Burkart
Assistant Village Manager