



Agenda
Human Relations Commission Sub-Committees
July 11, 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 3rd day of July, 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.

HRC Education sub-committee meeting

6:30 pm Village Hall

Attendance: Kerri Balliet, Sharveta Parker, Deba, Mackenzie, Matt Weiss, Gladys, Charlie, Nutrajh, Davida, Sarah Spencer, 2 students

All Sub-committees talked about the 4/30/19 meeting with officer Tom. Kerri reviewed the notes she took at the meeting.

Discussion about what policy and data sub-committees needs to follow-up on.

Discussion about how we can build relations and educate. We talked about a mailing or a block party.

Student talked about art program—image and word class—cover art and politics—first time class—very popular—a few posters were vandalized and were placed in a way that the teacher could find them. C is for Change—black lives matter got painted over—another poster about black artist was ripped in half—P is for Black Power was ripped in a lot of pieces. They are not sure who did it. It happened in an art room that is not locked and has no cameras.

HRC Data Subcommittee Full Meeting 5/9/19

1. Majority of meeting was spent in full membership discussing Education sub-committee's meeting with Shorewood Police Department.
2. Shorewood High School had a recent crime that targeted students' artwork that focused on social justice. Students' work was vandalized and police are investigating. Members discussed.

*Mira and Kerri both took notes to provide to for official minutes based on our discussion.

Data Sub-Committee 5/9/19

Present: McKenzie Edmonds and Matt Weiss

1. Edmonds shared with Weiss discussion from last sub-committee meeting.
2. Discussed mechanisms to create annual report on commission to publish for the public.
 - a. Determine reporting process for complaints to Law Enforcement and Village of Shorewood.
 - i. Task: Weiss will reach out to Law Enforcement to determine process and Edmonds will reach out to Village to determine process.
 - ii. Task: Further define what report will entail to begin gathering information.
3. Discussed pros and cons of local government using social media as a tool for reporting or gathering information.
 - a. Should we utilize private social media as a commission and sub-committee? If so, how? What are the ethical challenges to using private social media channels for official village business? What is the role of local government in social media?
 - i. Task: Define pros and cons for further discussion.

Future Goals: Create plan to audit hiring practices and employee handbooks



Policy No.	Page: 1	Page 1 of 2
Title:	Holiday Decorations	
Authority:	Shorewood Village Board	

The Village Board is adopting Policy No. _____ for the purpose of establishing guidelines for the display of holiday themed decorations in public buildings and spaces.

Religious and secular decorations can help create a more festive and celebratory environment within the Village. When these decorations are done well, they can add a personal touch without compromising the actual reason a person is in a Village building.

While the importance of holidays is recognized by the Village, safety, professionalism, thoughtfulness and inclusivity must continue to be primary concerns.

Public buildings and spaces, as defined for this policy, is defined as areas including but not limited to: all Village-owned buildings (Village Hall, Village Center, Public Works and Police Department) and their associated parking lots, the open space in between Village Hall and Village Center, Wood Square and other public spaces and public right-of-ways.

Therefore, it is the policy of the Village of Shorewood to allow any person, organization or group to *display religious and secular holiday themed decorations in the designated area of the public arcade at Wood Square only*. This action will be administered by the following:

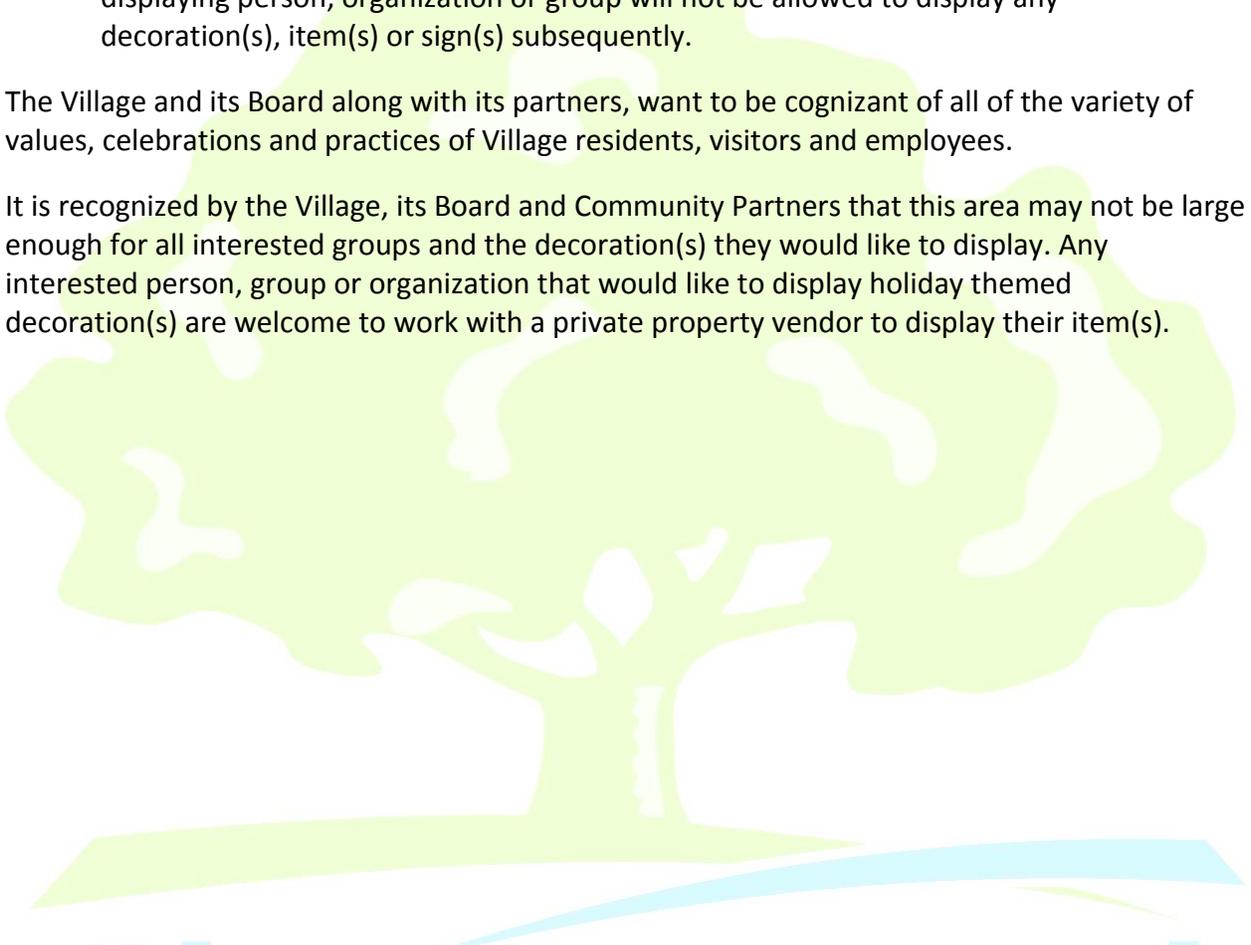
- The interested group will submit a written proposal that includes location, description of decoration(s), and any other pertinent information to the Village Business Improvement District (BID) Director. It is noted in this policy that the area may be limited based on size, available space, public right-of-way and timing of the request.
- If more information is required, an appropriate representative will reach out to the interested person, organization or group to acquire said information.
- Said request must be received by the second Monday of November and if/when approved, the decoration(s) may be displayed December 1 to December 31. After which, the person, group or organization responsible for displaying must remove the decoration(s).
- The interested person, group or organization must apply for a Special Privilege Permit with the Village and the permit approved by the Village Board two weeks prior to displaying their decoration(s) or item(s).
- It is recognized, by all parties involved, that the Village and Business Improvement District are not responsible for any damage to the displayed item, whether it be caused by inclement weather, vandalism or any other factor.
- Decoration(s) must not be tacked, glued, nailed or installed to any surface in a way that could cause any property damage. Once in place, the decorations must not cause a tripping fire or safety hazard and cannot visually or physically block any fire protection

equipment, emergency system devices (alarms, sprinklers, extinguishers, etc.) or fire exit pathways.

- The decoration(s), once installed, must be silent and only display inanimate, non-human objects.
- The Village and/or their representatives reserves the right to remove any decoration or item for any reason they deem necessary.
- Any decoration displayed that includes a message (explicitly, implied or otherwise) that is hateful, offensive or divisive will not be tolerated. The item(s) will be removed and the displaying person, organization or group will not be allowed to display any decoration(s), item(s) or sign(s) subsequently.

The Village and its Board along with its partners, want to be cognizant of all of the variety of values, celebrations and practices of Village residents, visitors and employees.

It is recognized by the Village, its Board and Community Partners that this area may not be large enough for all interested groups and the decoration(s) they would like to display. Any interested person, group or organization that would like to display holiday themed decoration(s) are welcome to work with a private property vendor to display their item(s).



Shorewood



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While the importance of holidays is recognized by the Village, safety, professionalism, thoughtfulness and inclusivity must continue to be primary concerns.

Public buildings and spaces, as defined for this policy, is defined as areas including but not limited to: all Village-owned buildings (Village Hall, Village Center, Public Works and Police Department) and their associated parking lots, the open space in between Village Hall and Village Center, Wood Square and other public spaces and public right-of-ways.

Therefore, it is the policy of the Village of Shorewood to allow any person, organization or group to display *any secular symbol of the Holiday season such as (Christmas Trees, wreaths, etc.) in the designated area of the public arcade at Wood Square*. As legally defined, trees and wreaths are considered secular and do not fall under the category of discriminatory. Any religious symbol of the Holiday is not permitted and will be subject to removal.

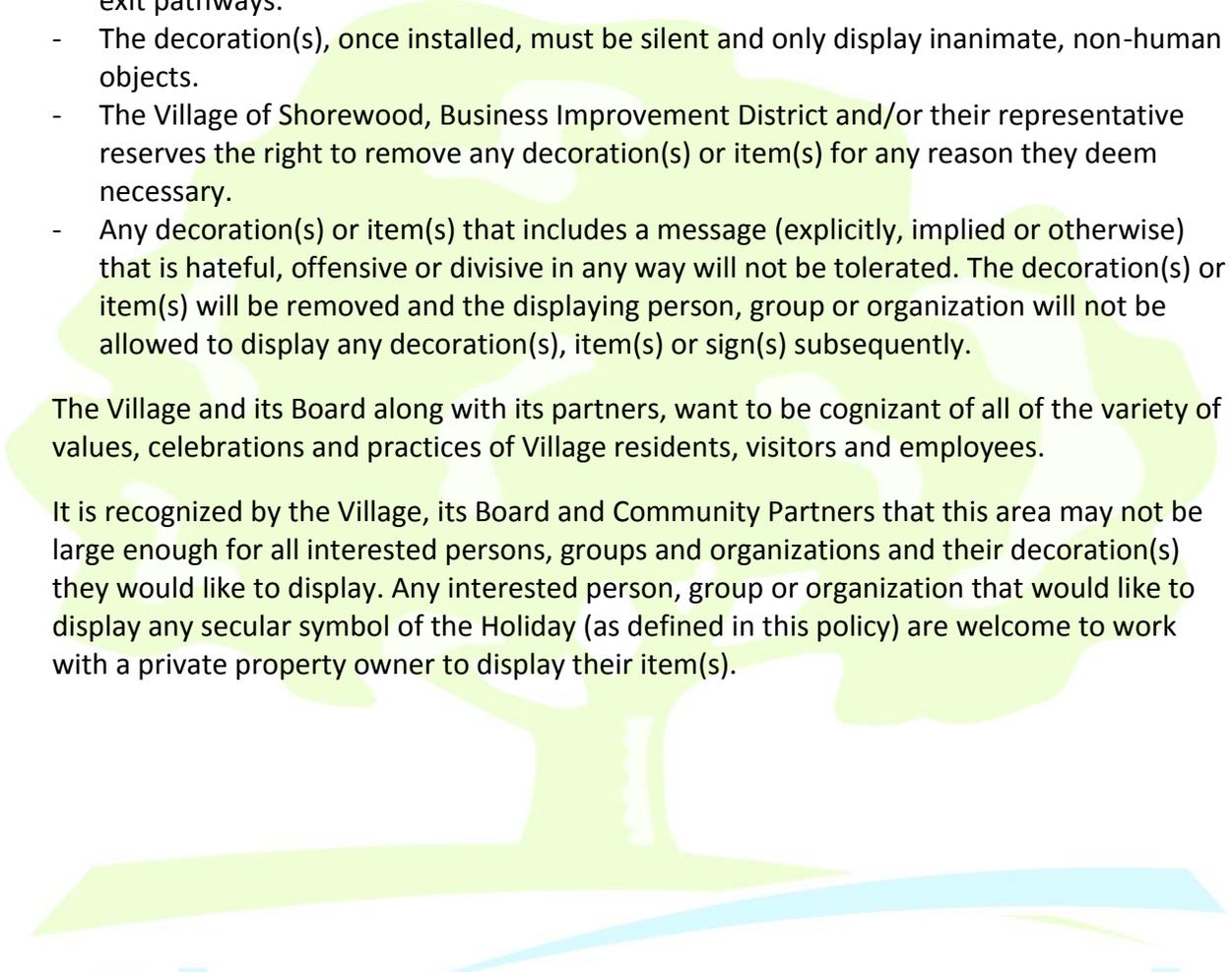
In order to display the interested person's, group's or organization's decoration(s), the following criteria must be followed:

- The interested person, group or organization will submit a written proposal that includes location, description of the decoration(s) and any other pertinent information to the Village Business Improvement (BID) Director. It is noted in this policy that the area may be limited based on size, available space, public right-of-way concerns and timing of the request.
- If more information is required, an appropriate representative will reach out to the interested person, group or organization to acquire said information.
- Said request must be received by the second Monday of November and if/when approved, the decoration(s) may be display December 1 to December 31. After which, the person, group or organization responsible for displaying must remove the decoration(s).
- The interested person, group or organization must apply for a Special Privilege Permit with the Village and the permit must be approved by the Village Board two weeks prior to install or display.

- It is recognized, by all parties involved, that the Village of Shorewood and its Business Improvement District (BID) are not responsible for any damage to the displayed item, whether that be caused by inclement weather, vandalism or any other factor.
- Decoration(s) cannot be tacked, glued, nailed or installed to any surface in a way that could cause any property damage. Once in place, decorations, must not cause a tripping, fire or safety hazard and cannot visually or physically block any fire protection equipment, emergency system devices (alarms, sprinklers, extinguishers, etc.) or fire exit pathways.
- The decoration(s), once installed, must be silent and only display inanimate, non-human objects.
- The Village of Shorewood, Business Improvement District and/or their representative reserves the right to remove any decoration(s) or item(s) for any reason they deem necessary.
- Any decoration(s) or item(s) that includes a message (explicitly, implied or otherwise) that is hateful, offensive or divisive in any way will not be tolerated. The decoration(s) or item(s) will be removed and the displaying person, group or organization will not be allowed to display any decoration(s), item(s) or sign(s) subsequently.

The Village and its Board along with its partners, want to be cognizant of all of the variety of values, celebrations and practices of Village residents, visitors and employees.

It is recognized by the Village, its Board and Community Partners that this area may not be large enough for all interested persons, groups and organizations and their decoration(s) they would like to display. Any interested person, group or organization that would like to display any secular symbol of the Holiday (as defined in this policy) are welcome to work with a private property owner to display their item(s).



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The Village and its Board along with its partners, want to be cognizant of all of the variety of values, celebrations and practices of Village residents, visitors and employees.

Therefore, it is the policy of the Village of Shorewood to not allow any person, organization or group to display any religious or secular holiday themed decoration(s) in public buildings and spaces.

Any interested party that would like to do so, is welcome to find a partner on private property to legally and safely display their desired decoration(s) outside of the public right of way.

Shorewood