



Agenda
Human Relations Commission
September 10, 2020, 6:30 P.M.
via teleconference

3930 North Murray Avenue, Shorewood, WI

Call: 312-626-6799

Meeting ID: 972 9912 1715

Passcode: 655828

Join the Video Call: <https://zoom.us/j/97299121715?pwd=aStoSG4rSlhLTzRBaVRrL2tEZUMyQT09>

1. Call to order
2. Consider Approval of August 13, 2020 minutes
3. Public Comments
4. Discuss Observations in the Community
5. Staff Liaison Updates
6. Consider Plan to Address Racial Inequities
7. Subcommittee Reports
8. Future Agenda Items and Speakers
9. Adjournment

DATED at Shorewood, Wisconsin, this 4th day of September, 2020,

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

August 13, 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, Matt Weiss, McKenzie Edmonds, Maria Van Hoorn, Alicia Obiakor, and Molly Fox-Kincaid

Members not present: Sarah Spencer, Deba Briscoe, Jesse Dercks

Others present: Assistant Village Manager Tyler Burkart, School Board Member Clarke Warren, Trustee Wesley Warren, Lt. Tom Liebenthal, Tr. Davida Amenta, Natraj Shanker, Charlie DeSando, Ana Belen Duran

2. Consider Approval of June 24, 2020 minutes

Mr. Weiss moved to approve the June 24, 2020 minutes. Motion seconded by Ms. Edmonds. Motion approved by a 6-0 vote.

3. Public Comments

There were no public comments.

4. Discuss Observations in the Community

Ms. Parker shared two observations. One involved a young man who was stopped in the parking structure along Bartlett and Capitol on August 3. Lt. Liebenthal summarized the encounter, which was shared on the Shorewood Police Department Facebook page. The second issue related to a business owner and an occupant who had younger children stopping at the business to drop off items. The complaint was from another occupant who thought the children were disrupting the work environment. There was a miscommunication and misunderstanding why the children were at the business.

5. Discuss and Consider Commission priorities based on feedback from the Shorewood Speaks Community Forum

The Commission reflected on the community forum. Members expressed support for the variety of opinions shared. There was support to continue the community conversations to listen to other perspectives and identify Shorewood's role in addressing issues raised during the forums. Members appreciated the help from Rep. David Bowen in facilitating the discussion. The Commission would like to do a better job to execute the time limits for audience participation for each person so no one monopolizes the time. There was also a recommendation to set the ground rule for participants to only use "I" statements. Each sub-committee provided an update on their racial equity initiatives based on feedback from the community forum. Mr. Burkart provided an update on the Police

Department organization study since some of the recommendations from the study may involve the Policy sub-committee. It was announced the YWCA is partnering with the County and their EMS to review 9-1-1 calls and identify ways to handle those calls. Other ideas expressed for the Education sub-committee includes community training annually with the Library and Shorewood Moving Forward, more community forums to continue these discussions, and hosting a film festival for further educational opportunities. There was also discussion about the role of other service clubs in Shorewood to address racial equity. Mr. Burkart asked all sub-committees to finalize their plans and initiatives for the September 10 meeting. The Commission will vote on the plan and take to the Village Board on September 21 for discussion.

6. Subcommittee Reports

On July 20, the Data subcommittee and members of the Shorewood Moving Forward group met with Lt. Liebenthal to discuss next steps on capturing more Police Department data.

7. Future Agenda Items and Speakers

Mr. Shanker mentioned the idea of Raymond Roberts and the importance of racial integration for a future speaker. Mr. Burkart mentioned the fall issue for Shorewood Today will be doing the entire issue on racial equity. Mr. Weiss mentioned the book, "So You Want to Talk About Race" that the Library is promoting is worth the read.

8. Adjournment

Ms. Van Hoorn moved to adjourn the meeting. Motion seconded by Ms. Fox-Kincaid. Motion approved by 6-0 vote. Meeting adjourned at 8:04 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 | |
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| 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 |
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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 |