



Agenda
Human Relations Commission
June 24, 2020, 6:30 P.M.
via teleconference
3930 North Murray Avenue, Shorewood, WI

Call: 312-626-6799

Meeting ID: 950 2775 9640

Join the Video Call: <https://zoom.us/j/95027759640>

1. Call to order
2. Consider Approval of June 16, 2020 minutes
3. Discuss community forum framework on race, equity, diversity, and inclusion
4. Discuss HRC representative for Police Department Org Study
5. Subcommittee Reports
6. Future Agenda Items and Speakers
7. Adjournment

DATED at Shorewood, Wisconsin, this 18th day of June, 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

June 16, 2020 6:30 P.M.

via Teleconference

1. Call to order.

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

Members present: Sharveta Parker, Matt Weiss, McKenzie Edmonds, Deba Briscoe, Maria Van Hoorn, Sarah Spencer, Jesse Dercks, and Julia Appel

Members not present: Mira Lee Prabhu,

Others present: Assistant Village Manager Tyler Burkart, SSD Director of Equity Sam Coleman, State Representative David Bowen, State Senator Lena Taylor, School Board Member Clarke Warren, School Board Member Paru Shah, Trustee Arthur Ircink, Trustee Wesley Warren, Trustee Kathy Stokebrand, Trustee Tammy Bockhorst, Lt. Tom Liebenthal

Ms. Parker summarized the meeting guidelines for all those on the call.

2. Consider Approval of June 4, 2020 minutes

Ms. Briscoe moved to approve the June 4, 2020 minutes. Motion seconded by Ms. Spencer. Motion approved by a 7-0 vote.

3. Discuss coordination of community forum on race, equity, diversity and inclusion

Representative David Bowen asked some people to begin the discussion. Student Alemitu Caldart read a poem to express the thoughts and feelings behind the Black Lives Matter movement in preparation of discussing the purpose of a community forum. Student Eric Lucas III shared some of his thoughts as well as read a poem to express his feelings. Stephanie Roades with Showing Up for Racial Justice spoke to share their mission and resources available such as bystander intervention training or discussions involving white fragility. Sam Coleman shared his professional and personal role in Shorewood and the Milwaukee metropolitan community. Shorewood resident Shavonda Sisson shared her experiences about being a new resident in this community. Natraj Shanker shared his story and encounters with discrimination and ways the community can come together. There was some discussion about individuals being tolerated versus being accepted. Senator Lena Taylor built upon this discussing by sharing her thoughts in regards to the black community being accepted in society and the impact of the Police in this acceptance. Trustee Warren provided his support as the Trustee liaison for the Commission. Norma Duckworth shared her story about while she was a resident in Shorewood and faced discrimination and the need for accountability and legislation to address these issues. There were comments related about the experience needed of those to be front and center to help lead these discussions. In addition, Ms. Duckworth shared

a story of a resident who feared living in their own home, had nowhere to go for support, and as a result lived in a hotel. It was also mentioned how there is no law about being racist which has impacted the Police Department's response to specific incidents. There was the desire to get action on paper and not just talking about the issues. Trustee Stokebrand mentioned her support for the Black Lives Matter movement and denouncing racism. Trustee Bockhorst expressed her desire to allow the Commission to lead on this movement as they have her full support.

There was brief discussion about how to go about setting up the community forum. Mr. Burkart mentioned another planning meeting could happen next week on June 24 so that we can plan for a community forum to take place the week of July 13-17. Clarke Warren suggested checking the availability of those who spoke earlier today to see what time would work. Senator Taylor also mentioned weekend dates may allow better access for families to participate. Another idea was to have a black psychologist join the forum to discuss the psychological impact of discrimination and to provide support for those in attendance. Senator Taylor suggested Dr. Joy DeGruy as a potential resource for community members. Shorewood resident Diane Eisen connected with the 4 C's downtown discussed about her background in early childhood and how to incorporate learning and literature opportunities for the youth.

4. Future Agenda Items and Speakers

The next meeting will be Wednesday, June 24 at 6:30 p.m.

5. Adjournment

Ms. Spencer moved to adjourn the meeting. Motion seconded by Ms. Briscoe. Motion approved by 8-0 vote. Meeting adjourned at 8:36 p.m.

Respectfully submitted by,

Tyler Burkart,
Assistant Village Manager



VILLAGE OF SHOREWOOD

REPORTS AND PRESENTATIONS TO HUMAN RELATIONS COMMISSION

Agenda Item: Discuss Development of Community Forum and Equity, Diversity, and Inclusion Plan Framework

Date: June 24, 2020

Presenter: Tyler Burkart, Assistant Village Manager **Department:** Village Manager's Office

Agenda Item Discussion – *Please provide a summary of the agenda item along with bullet points highlighting the main items and key issues to be discussed.*

Normally I begin a memorandum to the Village Board or a volunteer committee with a general summary and facts related to the issue or matter. However, for this topic, starting that way doesn't seem right, and I want to go off script for a moment.

I am truly proud to be a Shorewood resident and staff member of this community. In the last month, I witnessed an extraordinary amount of passion, courage, and inspiration from Shorewood community members. While I wish we were at a place that these efforts were not necessary, I am happy to watch thousands of residents come together on this cause. I am also proud of our Police Department and their level of engagement to collaborate and learn from the plethora of voices speaking up. It has been made very clear there are community members who have not been heard on pivotal issues related to equity, diversity, and inclusion. As the Human Relations Commission, this is your moment to elevate those voices and identify action steps that will lead to change. You as a Commission can serve as a champion in the Shorewood community and collaborate with several community partners to continue making this a top priority moving forward. It is going to take a full commitment on your end to do this, which will require more than just meeting once a month and talking among Commission members. It will require keeping the entire community accountable of the plan that is developed from this framework. Together, we can build on the momentum that has already begun. I thank you all greatly for the time you've already devoted, and I look forward to tackling this effort with you!

Alright, let's get started with developing the framework. There already have been community forums occurring throughout the Village, but this will be a special one coordinated by the Human Relations Commission (HRC). It was clear during the June 16 meeting community members want to see "action on paper." As discussed on June 16, the purpose of the HRC coordinated community forum is to allow more voices to be heard and provide an open environment to elaborate on experiences in the Shorewood community, specifically for black and other underrepresented populations. However, it'll then be the HRC's task to work with the community to take the experiences and suggestions shared during the forum, create action steps that are feasible and keep community members accountable. I am recommending for the Commission to complete the following road map to help resolve several logistical questions and finalize the approach to identify action steps. Please note this is completely amendable based on the HRC's wishes.

Phase 1 – Community Forum: This would entail an open community forum with the main objective for the HRC is to listen and learn from the experiences and suggestions shared. In order to successfully coordinate an open community forum based on phase C of the North Shore Health Department guidelines (no groups more than 50 people in size), how would the HRC like to proceed with your forum:

- How would the forum be conducted?
- When would the forum take place?

- Who would facilitate the forum?
- What other community members do you want to invite to the forum to speak or participate in a specific manner?
- Should there be pre-established questions to help facilitate the conversation? If so, what should those questions be?
- How would community members be allowed the opportunity to speak?
- Would there be a time limit for those speaking?
- Can community members engage with each other in discussion during the forum or do they direct their responses to the Commission?
- How will the forum be communicated to the public and other community partners?
- How will the Commission document and make note of the experiences and suggestions shared during the forum?

Phase 2 – Develop Action Steps: After listening to the community, the Commission will need to schedule another meeting to begin developing action steps. I think the best way to do this is to utilize the subcommittee structure the HRC already possesses with the Data, Education, and Policy subcommittees. Each subcommittee could host their own meeting after the community forum to develop their recommended action steps. If the subcommittee anticipates the help from community partners such as the Schools, Police Department, Business Improvement District, etc., the subcommittee would reach out to these partners to attend. Each subcommittee would need to resolve the following items when putting together their action plan:

- How would the meeting be conducted?
- When would the meeting take place?
- How would the meeting be communicated to the public and other community partners?
- Which group or person is primarily responsible for the action item to be completed?
- Which other group(s) or person(s) would assist with completing the action item?
- For all those involved with the action item, has each party or individuals agreed to leading or assisting with the action?
- When is the estimated timeline to complete the action item?
- How will the subcommittee keep everyone accountable for getting the action items completed and tracking the progress?

[ALTERNATIVE APPROACH]: This phase could be done directly in phase 1 directly after the community forum. However, the subcommittees will most likely want ample time to think through these logistical details and not rush through the community forum to begin work on this.

Phase 3 – Adopt Community Equity, Diversity, and Inclusion Plan: After all three subcommittees meet to develop their action items, the HRC would meet again as a whole Commission to discuss. The Commission would deliberate and prioritize the action items in order to balance the workload to a manageable amount. Once the HRC is content with the list of actionable items and prioritization, Mr. Burkart will compile the information into a fully proposed plan, and the HRC makes a recommendation to the Village Board to adopt the community-wide Equity, Diversity, and Inclusion Plan. If the Village Board adopts the plan, it is up to the HRC to oversee the implementation and execution.

Phase 4 – Implementation and Evaluation of the Plan: The Commission will need to setup a system once the plan is adopted to continually track the progress and evaluate the action items. One way to potentially do this is to assign a person on each subcommittee to follow through with individuals

committed to leading or assisting with an action item to give a progress update monthly during the HRC meetings. Another way is to do a 3-month, 6-month or annual community forum to have a community-wide discussion on the progress of the action items. The HRC should discuss this prior to finalizing the plan. The education committee could also coordinate some events to discuss the progress of the plan with the community. The HRC should plan on updating the plan annually based on progress and new priorities brought to the HRC's attention.