



Agenda
Human Relations Commission
October 14, 2021, 6:30 P.M.

via teleconference

3930 North Murray Avenue, Shorewood, WI

Call: 312-626-6799

Meeting ID: 897 6895 8508

Passcode: 433391

Join the Video Call:

<https://us02web.zoom.us/j/89768958508?pwd=YktnRnRETWNzZjhJY3VjVmFMNERJUT09>

1. Call to order
2. Consider Approval of September 9, 2021 minutes
3. Public Comments
4. Discuss Observations in the Community
5. Staff Liaison Updates
 - a. Police Chief Recruitment Services Selection
 - b. YWCA Racial Equity Training
 - c. Shorewood Today Winter Issue
6. Discuss Shorewood Speaks Event with Community Development Authority on Affordable Housing
7. Subcommittee Updates on Implementing Plans to Address Racial Inequities
8. Future Agenda Items and Speakers
9. Adjournment

DATED at Shorewood, Wisconsin, this 5th day of October, 2021,

VILLAGE OF SHOREWOOD

Rebecca Ewald

Village Manager / Interim 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 all individuals.



Human Relations Commission Minutes

September 9, 2021 6:30 P.M.

via Teleconference

1. Call to order.

The meeting was called to order at 6:32 p.m.

Members present: Shavonda Sisson, Charlie DeSando, Sharveta Parker, Matt Weiss, Maria Van Hoorn, Ana Belen Duran Lopez,

Others present: School Board Member Pablo Muirhead, President Ann McKaig

Members not present: McKenzie Edmonds,

2. Consider Approval of August 12, 2021 minutes

Ms. Parker moved to approve the August 12, 2021 minutes. Motion seconded by Mr. DeSando. Motion approved by a 6-0 vote.

3. Presentation by Teig Whaley-Smith from the Collective Affordable Housing Plan

Mr. Teig Whaley-Smith from the Community Development Alliance presented on the Collective Affordable Housing Plan. There were questions and discussion centered around the ways housing can bring racial diversity to the Village. Additional discussion relayed educational methods and strategic messaging to engage the public on affordable housing. It was mentioned that the Village Board vote on the parking ratios during the September 8 meeting is connected to the presentation shared tonight. Mr. Burkart summarized the policy discussion and mentioned that Commission members could make a policy recommendation on the matter during their October meeting if they wanted to do so.

4. Public Comments

Residents Ms. Elly Pick and Ms. Stephanie Spicuzza shared the letter they sent to President McKaig about the Police Chief recruitment and a number of questions and recommendations they have about the process. Members of the Police Accountability Group will meet with President McKaig to further discuss the letter and identify next steps. There was additional discussion about the language used in the letter and lessons learned from past experiences. Members shared how experiences being pulled over are significantly different between a black and white person. Another comment shared suggested the letter was very pointed at President McKaig and suggested it isn't appropriate for members of the public to have the ability to directly interview candidates for a Village position.

5. Discuss Observations in the Community

No observations expressed.

6. Staff and Village Board Liaison Updates

Mr. Burkart reported that currently a total of 16 people between staff and officials have signed up for the YWCA Unlearning Racism and Conversations on Race sessions. President McKaig reported out on a plan of upcoming initiatives to be brought to the Commission. The Commission will act as a point of contact for some policy-related discussions.

7. Discuss and Consider Recommendations for the Police Chief Recruitment Services Request for Proposals (RFP)

Mr. Burkart summarized the RFP document that will go out to seek proposals from prospective recruiting firms. Members can also attend the upcoming Police Commission meeting and the September 20 Village Board meeting to remain engaged on this step of the process. Mr. Burkart shared there is now a website and Notify Me to get updates. Ms. Parker with Ms. Sisson as an alternate will serve on the selection committee for a recruiting firm.

8. Subcommittee Updates on Implementing Plans to Address Racial Inequities

Policy – Ms. Duran shared the policy subcommittee’s intention to review hiring practices. Mr. Burkart asked if the subcommittee could review language he may add to the RFP related to a diversity statement.

Education – Ms. Sisson shared the progress on the next Shorewood Speaks in November centered around affordable housing.

Data – Mr. Weiss shared they will be assessing the 2020 U.S. Census data information. Captain Liebenthal also provided updated Police data. Mr. Burkart asked the data subcommittee to begin putting together the annual report and reach out if help is needed. The subcommittee should also begin thinking about possible 2022 community survey questions to proposed on behalf of the HRC.

9. Future Agenda Items and Speakers

No future agenda items or speakers.

10. Adjournment

Mr. Weiss moved to adjourn the meeting. Motion seconded by Ms. Duran. Motion approved by 6-0 vote. Meeting adjourned at 8:05 p.m.

Respectfully submitted by,

Tyler Burkart
Assistant Village Manager



VILLAGE OF SHOREWOOD

REPORTS AND PRESENTATIONS TO HUMAN RELATIONS COMMISSION

Agenda Item: Shorewood Speaks on Affordable Housing Update

Date: October 14, 2021

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.*

At the September Human Relations Commission (HRC) meeting, it was announced there would be a Shorewood Speaks on affordable housing for the third week of November via Zoom. Commission members asked for help to seek guest speakers and suggestions on the format. Village staff has been working on developing a proposal for both the Human Relations Commission and the Community Development Authority (CDA) to review. Since affordable housing is a topic that impacts both volunteer committees, it is recommended by staff for the committees to co-host the next Shorewood Speaks event. Below are details for the November 2021 Shorewood Speaks:

Hosting

The HRC and CDA would assign one representative to co-host the Shorewood Speaks event. This would entail kicking off the event with a summary and purpose of the Shorewood Speaks, introducing the guest speakers and facilitator, summarizing the speaking guidelines for the event, and thanking community members for attending. The hosts would also close the event by including next steps and thanking everyone, once again, for attending. Each committee shall assign a representative during their October meeting for the November event.

Speakers

Village staff is recommending Kori Schneider Peragine (Metropolitan Milwaukee Fair Housing Council), Matthew Melendes (Milwaukee LISC), and Joaquin Altoro (Wisconsin Housing and Economic Development Authority) to be the guest speakers and presenters for the event. After the hosts provide an introduction, the speakers will be asked to give a 10-15 minute presentation to provide some general context on affordable housing. Once the presentations are done, speakers will remain available to answer specific questions or comments that may come up during the community discussion. During the presentation, the speakers will share experiences which will address the following concepts:

- What are some of the reasons a community may elect to do affordable housing?
- What does an affordable housing project look like?
- What is a municipality's role (and other stakeholders' roles) in an affordable housing project?
- How does someone qualify and apply to live in an affordable housing unit?
- What other programs and tax credits exist to assist affordable housing developments and users?
- What factors does a developer consider when working on an affordable housing project?
- Why would a community not elect or shy away from affordable housing projects?
- How common are affordable housing projects in suburban communities?
- What resources are available to learn more about affordable housing?

Facilitator

Once the presentations are complete, the event will have a community discussion on the topic of affordable housing. Staff proposes the main role of CDA, HRC, and other Village officials and staff is to listen to the discussion while taking notes. As a result, Village staff proposes having a separate

facilitator to moderate the community conversation. The facilitator would enforce the conversation guidelines reported at the beginning of the event by the hosts. The facilitator would also announce questions and direct topics between the community, the speakers, and any staff or officials when necessary. The facilitator assures the discussion stays on topic and the event ends at an appropriate time. It is recommended for the entire event to last two hours (6:00 – 8:00 p.m.).

Format of the Community Discussion

It is proposed for the community discussion to last 75 minutes. This would allow time for 3-5 topics to be covered. The facilitator would read off content produced by Village staff to introduce the question and the community members/participants would then have the ability to respond. Participants wishing to speak would raise their virtual hand and called individually by the facilitator. Specific topics are yet to be determined. The virtual meeting would be recorded and shared through the Village's communication channels.

What needs to be resolved by the HRC and CDA during their October meetings?

- Does this format and proposal meet the expectations and wishes of the HRC/CDA?
- Are there any specific topics the HRC/CDA wishes to be covered? Think about what potential policy decisions may be upcoming that your committee would appreciate to receive community feedback.
- What general rules or discussion guidelines would you want for the event?
- Which person from your committee would you like to serve as a co-host for the event?
- How will committee members help promote this event to community members?

Finalized Shorewood Speaks Event

Village staff anticipates all details related to the event will be finalized by the first week of November so that there will be at least two weeks to promote the event to the public.