



**MINUTES – SHOREWOOD BOARD OF TRUSTEES  
April 4, 2022**

1. Call to Order

President McKaig called the meeting of the Village Board to order at 7:31 p.m.

2. Roll Call

Present via teleconference: President McKaig, Trustees Ircink, Moore Baldauff and Stokebrand.

Excused: Trustees Arndorfer, Bockhorst and Warren

Others Present: Village Manager Ewald, DPW Director Butschlick, Finance Director Emanuelson and Attorney Bayer

3. Statement of Public Notice

Village Manager Ewald stated that the meeting had been posted and noticed according to law.

4. Special Order of Business

a. Library Equity, Diversity and Inclusion (EDI) Update – Director Collins

Director Collins provided the attached update.

5. Consent Agenda Items

- a. Presentation of Accounts – April 4, 2022
- b. Consider Village Board meeting minutes – March 21, 2022
- c. Consider Hubbard Park Parking Lot Reconstruction project management and communication plan.
- d. Consider Shorewood Men's Club Chicken BBQ Park and Beach Permit, Temporary Class "B"/ "Class B" license and Short-term Cabaret License – June 11, 2022.
- e. Consider Change of Designated Agent Nicole Belmarez for Walgreens #15188 located at 4035 N. Oakland Avenue.

Tr. Ircink moved, seconded by Moore Baldauff to approve the consent agenda with removal of item 5b. Motion carried 4-0.

6. Items Removed from the Consent Agenda – 5b.

Tr. Stokebrand noted Tr. Arndorfer should be listed as excused, item 6c be removed, and delete the reference of "none" in the agenda line. Tr. Stokebrand moved, seconded by Tr. Moore Baldauff to make the noted amendments to the March 21, 2022 meeting minutes. Motion carried 4-0.

7. Citizens to be heard – This item is for matters not on the agenda. Discussion may follow comment on non-agenda items or discussion and action may come at future meetings – none.

8. Public Hearing(s) - TO BE RESCHEDULED – An ordinance amendment clarifying “Site restriction” regulations related to “green space” requirements contained within Article III General Provisions of Chapter 535 Zoning of the Shorewood Village Code.
9. New Business
  - a. Consider vendor for EDI environmental scan and strategic plan.

Tr. Stokebrand moved, seconded by Tr. Ircink to select Kairo Communications to conduct EDI environmental scan in an amount not to exceed \$50,000 in 2022, and strategic plan in an amount not to exceed \$20,000 in 2023. Motion carried 4-0.

- b. Consider 2022 WDNR Safe Drinking Water Loan Program Private Lead Service Line Replacement program approach.

Tr. Ircink moved, seconded by Tr. Stokebrand to approve the Village of Shorewood 2022 WDNR Safe Drinking Water Loan Program Private Lead Service Line Replacement Program as outlined and direct staff to begin process for prequalification of lead service line replacement contractors. Motion carried 4-0.

- c. Consider Policy 32 Conducting Hybrid and Video Recording Public Meetings amendment.

Tr. Moore Baldauff moved, seconded by Tr. Ircink to approve the amendments to Policy 32 Conducting Hybrid and Video Recording Public Meetings. Motion carried 4-0.

#### 10. Reports of Village Officials

- a. Village President
  - Report on transparency and accountability.
  - Noted upcoming meeting with Congresswoman Gwen Moore and welcomed additional topics from Board members to be discussed.
  - Noted a group of individuals would be raising funds to donate the canoe/kayak launch bench in honor of former Tr. Mike Maher.
  - Update on conversation with Beth Giacobassi regarding the Dominion Development, clarifying expectations of the Village’s role regarding development.
- b. Village Trustees
  - Report on transparency and accountability – Tr. Stokebrand.
  - Trustees thanked all of the elections inspectors and Village Clerk for their coordination of the election the next day.
- c. Village Manager—No Updates

11. Future agenda items of consideration – none.

12. Closed session – the Village Board will adjourn into closed session upon motion duly made pursuant to Wis. Stat. 19.85 (1)(c) to discuss the annual performance evaluation of the village manager.

Tr. Stokebrand moved, seconded by Tr. Ircink to defer closed session to the next meeting. Motion carried 4-0.

13. Adjournment.

Tr. Ircink moved, seconded by Tr. Moore Baldauff to adjourn the meeting at 8:42 p.m. Motion carried 4-0.

Respectfully submitted,

*Rebecca Ewald*

Rebecca Ewald  
Village Manager

## EDI Update from the Library

In late 2020, the Library Board adopted a Library Equity Commitment after many months of consideration. The commitment includes the statement “the Library is committed to achieving equity, diversity and inclusion for our patrons, staff and the greater community” and that we will apply an equity lens to all the library work that we do.

When the commitment was adopted, there was a strong sentiment that clear annual objectives or data indicators needed to be formed to ensure that resources are allocated to fulfilling the commitment.

2021 was our first full year with the Equity Commitment in place and we set achievable and quantifiable objectives, many of which we met including:

- Integrating the collection and presentation of Equity Commitment objectives into the existing library planning process and calendar.
- Creating an Equity Commitment webpage with our stated objectives to create accountability and transparency for the staff, trustees and public.
- We offered multiple community learning opportunities in partnership with other departments and committees including the Senior Resource Center, Friends of the Library and CDA.
- Participated in the Milwaukee County Earn and Learn program supporting a teen intern at the library and allocated resources for a staff supervisor.

We have already outlined 2022 objectives and have posted them on the webpage. Some objectives are underway or completed including:

- Inclusion of an optional, weighted equity, diversity and inclusion component in the construction management firm (library renovation) request for proposals process.
- Submission of a proposal to the Friends of the Shorewood Public Library to support the bathroom equity movement to supply free period products in the women’s and gender neutral bathrooms. The proposal was approved two weeks ago and we should have the pilot project in place with soon.
- Participated in the national “I am Jazz” Community Reading Day celebrating non-binary and transgender youth via book reading. We partnered with the School District and community members and published four videos on You Tube.
- Continued participation in the Milwaukee County Earn and Learn program supporting a teen intern for the summer and allocating resources for a site supervisor.
- We are excited to participate in the upcoming Village-led EDI environmental scan process.

I will be submitting a written report with the 2021 completed objectives and the 2022 upcoming objectives with the Library Board on April 13 and I would be happy to share with all of you at that time as well.

There is an inherent tension between the public's right to know and staff motivation or capacity to make information available. This can also be true for elected officials. If I get a call about a project or issue, I have to make a determination about what I know about a situation and, if necessary, how to steer the resident to a source for information I may not have.

It takes time and effort.

The most important thing to remember is that we are all involved in municipal government so the need for transparency and access is paramount, really only behind public safety and critical public works operations like sewer and water. Think of it as public engagement, which fosters trust. The first level of access and awareness is the trustees. We are elected to represent the residents. If we don't know about something, how can we fulfill this role? So, for example, there is an effort to bring fewer items before the village board to be respectful of trustees' time. I appreciate the sentiment and I will also try to keep an open mind. But, in general, this would be a disservice to the residents. I knew when I ran for office that reading and preparation would be required, as well as meetings, mostly at night. Staff who have chosen to work in government know this, too. Meeting lengths have been reasonable, thank you, President McKaig. We need to continue our work, even if it's slow and time-consuming because effective governance requires collaboration, cooperation, discussion, deliberations, communication and oversight. This all takes time, but we signed up for it. Going through the process of governance can actually decrease conflict. If there isn't time for everything, then we need to prioritize. However, reducing public access would be a disservice to the community.

Thank you in advance to the poll workers and staff for their work on election day. Elections matter and every vote counts. Thank you.