

**Minutes
Ad Hoc Workgroup on Diversity and Equity Issues
February 3, 2022**

Chair Chung called the meeting to order at 3:33 pm.

Present: Chair Jayson Chung, Catherine Orr, Mary Anne Reed, Jade Sachs, Alder Goforth, Raquel Diaz, Alicia Hazen, and Jerry Chapa.

Excused: None

Also Present: City Administrator Bryan Gadow, Karen Reece.

APPEARANCES (None)

MINUTES: Motion from Alder Goforth, second by Ms. Reed. Motion carried.

Chair Chung showed a video from Trabian Shorters on listening in equity work and ally communities.

NEW BUSINESS

1. Discussion on Survey Results from the Monona Grove Parent Equity Council.

Ms. Diaz and Ms. Sachs provided update on survey results from Monona Grove Parent Equity Council (PEC).

Question 1: Main issues in community. Response: Lack of representation of BIPOC in school curriculum, and economic development activities, criminal profiling. Achievement gap for children of color in MGSD, ability to not fear the police.

Question 2: Do you feel these challenges are being addressed by PEC or other groups? Responses: Having new police chief, having PEC, MGSD equity coordinator show that we are trying to address these issues.

Questions 3: Actions to take. Response: Training for staff and more representation in hiring and leadership.

Survey results were anonymous, 9 responses out of 15 members.

2. Updates and Discussion on Workgroup Categories for Final Report

Workgroup 1: City Government – Potential Topics/Recommendations

- Increase racial diversity in leadership, staffing, and committees.
- Housing issues with formal policies

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- Sharing information on committee appointments.
- Looking beyond experts in committee assignments. Dane County Youth in Government.
- Toolkits [from Police Chief Chaney Austin].
- Training for elected officials, City staff, volunteers on BIPOC history and experiences.
- City to conduct a conflict resolution training for elected officials, staff, and volunteers.
- Hiring a communications staff member for general communications and adding diversity related items to website [Black History Month, Chinese New Year].
- Housing/Transportation/Multimodal safety/Clean Water/Food/Broadband/Childcare
- Need for more affordable housing – set a percentage goal for each project. [Can't do inclusionary zoning as proscriptive]. Supported by 2008 housing plan and 2016 UniverCity Year plan.
- Access to public transit and school district busing.
- Access to safe multi-modal transportation.
- Communication between Plan Commission and Transit on what each other community is doing.
- Food desert not created.
- Access to voting sites
- Creating a fund to address childcare crisis – to support childcare entities. [Example: Superior WI - \$200,000, Neighborhood Improvement Fund]
- Ask BCA for City Government Toolkit – Ex: City of Madison. How decisions would affect equity and inclusion.
- Conflict management process that exists outside of a formal city process
- Market the 1st time homebuyer and ensure that it is set up for timely use by 1st

Group B: Community Practices/Conflict – Potential Topics/Recommendations

- Cultivate leadership to take up equity and inclusion issues. Make it part of a community conversation. Not allowing people to opt out of the conversation.
- Plan towards a community conference – similar to Dr. Hooker or UW led community conference.
- Idea of an accountability committee (to meet every 6 months) to see how we are progressing on the benchmarks.
- Education for the community to reach outside their bubble and history on how we got to this point.
- Community conflict resolutions

Group C: Culture and Business Activities – Potential Topics/Recommendations

- Champion additional BIPOC vendors at the Farmers Market
- Library – Adding more content
- Minority Owned Businesses starting in the city
- Visuals – community perception of the sails as the branding
- Art being displayed in Monona (murals)
- What is the mission of civic groups related to diversity, equity, and inclusion issues – reach out to them
- Not accepting gifts (city) from non-inclusive organizations

Group D: Network of Support from the Community – Potential Topics/Recommendations

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- Affinity group to find BIPOC families in the community and create safe spaces for them.

Small Group Assignments:

1. City Policies and Practices: Mary Anne Reed (Lead), Jade Sachs, Alder Goforth,
2. Community Practices/Conflict: Catherine Orr (Lead), Jerry Chapa, Mary Anne Reed,
3. Cultural/Business Activities: Alicia Hazen, Jerry Chapa (Lead), Alder Goforth
4. Network of Support from the Community: Raquel Diaz (Lead), Jade Sachs

3. Report Writing

Chair Chung asked the Committee to consider what is the 5 most important priorities to highlight in the report to the Council.

4. Other Project Updates.

Alder Goforth noted that she is working with a group in Madison to bring the Vibrant Hydrants project to 10-15 different fire hydrants in Monona on September 11th. Selection committee will approve the design and artists, working in collaboration with the Monona Fire Department.

Alder Goforth also reference a program called “Building Black Wealth” at One City School.

5. Schedule Next Meeting Date.

The Workgroup will next meet at 3:30pm on Thursday, February 17th.

ADJOURNMENT

A motion was made by Alder Goforth, seconded by Mr. Chapa to adjourn. The motion carried. (4:59 pm)