

**AGENDA**  
**CITY OF MONONA**  
**Ad Hoc Workgroup on Diversity and Equity Issues**  
**Monona Library – Municipal Room/Board Room**  
**1000 Nichols Road, Monona, WI**  
**Thursday, September 2, 2021**  
**6:30 pm**

1. Call to Order
2. Roll Call
3. Appearances
4. New Business
  - A. Continued discussion on Workgroup charge and tasks.
  - B. Continued discussion regarding future meeting schedule, discussion topics, and future agenda items.
5. Next Meeting Date – September 16, 2021.
6. Adjournment

**Note:** Staff members from the Nehemiah Center for Urban Leadership will serve as advisors to this Ad Hoc Workgroup.

**Note:** Upon reasonable notice, the City of Monona will accommodate the needs of disabled individuals through auxiliary aids or services. For additional information or to request this service, contact Joan Andrusz at (608) 222-2525 (not a TDD telephone number), FAX (608) 222-9225, or through the City Police Department TDD telephone number 441-0399. The public is notified that any final action taken at a previous meeting may be reconsidered pursuant to the City of Monona ordinances. A suspension of the rules may allow for final action to be taken on an item of New Business. It is possible that members of and a possible quorum of members of other governmental bodies of the municipality may be in attendance at the above stated meeting to gather information or speak about a subject, over which they have decision-making responsibility. Any governmental body at the above stated meeting will take no action other than the governmental body specifically referred to above in this notice.

DEI Workgroup Brainstorming Session – 8/19/21:

Discussion Attendees: Jayson Chung, Jerry Chapa, Kristie Goforth, Mary Anne Reed, Harry Hawkins, Karen Reece, and Bryan Gadow

Discussion Items:

1) Committee Charge

- Suggestion to focus initial efforts on racial relations in Monona (with assistance of Nehemiah).
- Are there any other examples of other cities working with Nehemiah? No, working more with other Madison-area community groups.
- What is structure like for group or other similar group after this 6 month period? How do we define those during this work? How do we set up Monona for the long-term work on these issues?
- Committee could collection information on issues that could be addressed in the community in the future (e.g. affordable housing and scoring matrix for contract awarding for minority owned businesses).

2) Racial Equity in Monona – What do you think of and what does it look like?

- Lack of policies to support racial equity in Monona (similar to equity policies in City of Madison).
- Overcoming the defensiveness in discussions of racial experiences in Monona.
- Seeing more representation of non-white (in books, programming, music groups, attendance at community events). Expose people to other perspectives.
- Having an actual more racially diverse population within the community. What keeps people of color away and what do we do about those things?
- More Black Owned and Minority Owned Businesses (“MOBs”) in the community. Providing more spaces for BIPOC to enjoy in the community.
- What do BIPOC think of Monona – “sailboats” Unconscious images lingers.
- Additional cultural activities such as the Urban Street Art festival. Exposure to other ideas in a safe and fun environment.

3) What problem are we trying to solve?

- How to stop people from feeling unwelcome in Monona.
- Some people feel certain people do not belong here – insularity
- Sense of “keep things the way they are” mentality is slowly changing.
- Access to affordable housing that are not just apartments (home ownership). How can people of color come into Monona?
- Monona in the past (1950s) used to be considered the “affordable” area for single family housing.
- Providing more information to people to advance their thinking on race in the community and beyond. Focus on events that embrace and expose people to different cultures.
- Environmental – how books are displayed in the library as an example.

- Having a voice to come back at racist or discriminatory social media postings (counterpoint to anti-inclusivity postings). Doing it in a confrontational way does not necessarily change minds, but need to provide some response.
  - How do we identify, reach out to, and provide families of color information about the city and what we are working on – develop a network for more frequent connections with underheard groups.
  - How to make connections with new community members in the community – that people have their back. Ambassadors of the City that are there for them and they can talk to. Mechanism to make families of color – what is needed to make them feel safe and bring them into the conversation.
  - How do we know that we have changed peoples’ changed attitudes? Look for an indicator.
  - Give MOBs a chance to test out business in Monona (“pop-up”). How do we build relationships with people.
  - Could events be held at other locations like Winnequah Park, for example consider empty city lots or South Towne parking lot to attract a broader community participation.
  - Library could host local black authors and spoken-word performers.
  - Small, consistent actions to build relationships.
  - Example: Juneteenth march, work to do more events like this. Do more of them before they are demanded by the BIPOC community.
- 4) How to incorporate feedback from rest of the group?
- Nehemiah will send out some discussion questions for the group to consider.
- 5) Who has what responsibility/ownership in these efforts?
- City Staff:
    - Policy drafting and support (for example requiring affordable housing in new developments)
    - Involvement in community events – need to involve the community sooner in the planning.
  - City Council:
    - Speak out more. State the value of inclusivity. We expect the community to be welcoming.
    - Changing policies to be supportive (example transportation policy).
    - Toolkit on how to make talking about these issues as routine. Use to on-board new Councilmembers.
  - Community:
    - Community members must take the lead in welcoming and supporting BIPOC to the community. They must provide the connections and support group. Welcoming packet. Example: previous City Family Attraction Committee.
    - Some neighborhood associations do some programming on welcoming people to the neighborhood through events and interactions.

- As simple as reaching out to your neighbors. Example, neighborhood corn roast. Neighborhood Day (block parties).