

**AGENDA**  
**CITY OF MONONA**  
**Ad Hoc Workgroup on Diversity and Equity Issues**  
**Monona Library – Board Room**  
**1000 Nichols Road, Monona, WI**  
**Thursday, November 18, 2021**  
**3:30 pm**

1. Call to Order
2. Roll Call
3. Approval of Meeting Minutes of November 4, 2021
4. Appearances
5. New Business
  - A. Update on Dane County Deed Restriction process.
  - B. Discussion on collecting diversity and equity views from other parties.
  - C. Continued discussion on Workgroup charge and tasks.
  - D. Continued discussion regarding future meeting schedule, discussion topics, and future agenda items.
6. Next Meeting Date – December 2, 2021
7. 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.

**Minutes  
Ad Hoc Workgroup on Diversity and Equity Issues  
November 4, 2021**

Chair Chung called the meeting to order at 3:34 pm.

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

Excused:

Also Present: City Administrator Bryan Gadow and Karen Reece.

**APPROVAL OF MINUTES**

Motion by Ms. Orr to approve the October 28th meeting minutes, seconded by Ms. Fea. Motion carried.

**APPEARANCES**

None

**OLD BUSINESS**

Project Updates:

A. County Deed Work

Ms. Reed provided an update on communications with Dane County Register of Deeds office about changing the language in the deed. She noted she found a searchable database of restrictive deeds and covenants but need Plat Name from your tax records to find your personal deed on this site. She noted she found a release of a covenant, but not original deed from her neighborhood from 1964. She has asked Dane County if the database was complete, as there were several neighborhoods that she could not find.

B. Attendance at Breaking the Bias Training

Several members indicated that they were able to participate in an evidence-based bias breaking training from Dr. William Cox of the UW-Madison Stereotyping and Bias Research (SABR) Lab on November 3<sup>rd</sup>. Chair Chung noted some elements of the training that parallel the Workgroup's work, including willingness to change one's mind and awareness of biases that we consume. He noted the important of focusing on what efforts will last and persist rather than a list of items or aspirations. Ms. Orr noted that in her academic research, the one-off workshops are problematic for social change, as it allows people/organizations to "check a box". The group agreed to bring this up for further discussion later as a means for developing strategies.

C. Survey Questions

Chair Chung reviewed the draft survey questions, noting there might be two surveys (1: 1<sup>st</sup> 3 questions as open-ended; 2- others for individual responses). The Workgroup talked about need for baseline data and caution in assuming that responses are reflective of community at-large. The Workgroup noted the importance of have a bi-lingual option to allow more participation. The Workgroup noted that the annual tax notice could include information about it and how to get paper copies [at library, City Hall, and mailing select numbers]. Members of the Workgroup will reach out to resources to assist with developing the survey format. Ms. Orr noted the importance of having a brief description of the survey and why it is being sent out to provide context.

D. Conflict Management – Contextual Discussion

Ms. Orr provided some background on work done by David Hooker, Professor at the University of Notre Dame and community organizer, and his research and practice on transformative community conferences. She noted that it allows people the space to develop a shared story and how places are experienced differently by people. Chair Chung and Ms. Orr noted the challenges of an action-bias in rushing in, and the importance of taking the time to address conflict points.

Ms. Reece noted that building in conflict addressing is important as part of whatever process is created, to get people to understand why the City is involved in this work. She noted that cross-cultural realities (transactional vs relational) must be addressed as well. Mr. Chapa liked the community conferences idea, in that there always does not need to be a resolution, but to allow for listening and understanding. She noted the balance between government processes and space for resolving issues, suggesting the blending of a Study Circle process and normal city processes to resolve the conflict.

Ms. Reece provided the example of the deed restriction project as something that could benefit from a different process.

Ms. Orr noted the importance of cultivating different types of community leadership and how that could frame the issue, to embed racial and equity work in all things.

Chair Chung mentioned the potential of ad-hoc workgroups to facilitate this process and hold people accountable to the community transformation conference.

E. Schedule Next Meeting Date.

The Workgroup will next meet at 3:30pm on Thursday, November 18th.

**ADJOURNMENT**

A motion was made by Alder Goforth, seconded by Ms. Fea to adjourn. The motion carried.  
(5:11 pm)

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).

DEI Workgroup Brainstorming Session – 9/2/21:

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

1. What is important in racial equity work?: (1. Projects; 2) Structures/Departments/Organization; 3) Systems/Processes)

a. Always

- Seeing other cultures represented in events
- Language – translate materials
- Cultural representations in City Hall
- More change/updating of school library to provide more representation and more relevancy.
- Education is important – Access to materials. Important for kids and adults.
- Closed captioning for Youtube meeting videos.
- Arts in the community – diverse representation.
- Ethnic food and retail opportunities
- More diverse voices on city committees
- Transparency – in selection of committee member process. More conversation with chairs to determine needs of the committee.
- Transparency – How do we pass along institutional knowledge/memory?
- Inclusionary zoning
- Not to be stared at
- Access to food, housing, internet and clean water
- Festivals as having more diverse representation
- System – develop new leadership and voices to be involved in the community. Thinking about new generation of leaders and how they can become involved in the city governance.
- System – clear succession for the organization for continued growth
- Departments – Mentorship of representation matters. Connecting with those that have had your experiences and been there before you.
- Strengthen connection between City and School District
- Youth-in-Government – Students to apply for advisory bodies (ex: Dane County Boards). Exposure and opportunity for students to experience city government.
- Health – mental and physical health barriers for BIPOC families. Support systems
- Ability to listen and be patient – part of being welcoming – not interpreting and judging. Cultural competency. Take time to understanding the emotion or concern behind the question.
- Just being open-minded is not enough. Takes real action and affirmative steps.

- Reflection – ability to reflection on ones experiences and motivations. Example: My experience at this meeting might not be the same as someone sitting next to me. What is my experience vs. what is not my experience.
  - Respect – always offering respect. Understanding and empathy
  - Ways to facilitate conflict. How to allow conflict to happen and naturalize it, and be ok with it. Allow conflict its place with guardrails. Cross-cultural interpersonal relationship navigation.
- b. Sometimes
- Art and access to open, natural space.
2. What is important for Monona to be involved in racial equity work?:
- a. Always
- How the city could find pathways forward through conflict and how does the city prepare for that. Dealing with raising levels of different points of view.
  - Access to city government – what type of active outreach can occur?
  - Clean water, air, education for all, fair treatment through city services
  - Cultural welcoming/more inclusive environment/feeling of belonging
  - Transparency/Listening/Cross-cultural interpersonal relationship navigation
  - Government feels a little sterile, more focus on the personal level
  - Courage and leadership from government leadership – commit to go beyond the status quo, and push beyond the comfortable

DEI Workgroup Brainstorming Session – 9/16/21:

Discussion Attendees: Jayson Chung, Jerry Chapa, Kristie Goforth, Mary Anne Reed, Catherine Orr, Jade Fea, Alicia Hazen, Raquel Diaz, Karen Reece, and Sally Buffat, Beth Esser, and Bryan Gadow.

1. Idea of Conflict in Racial Equity Work – Getting past conflict to resolution
  - a. Absence of conflict is the same as enforcing the status quo/norms
  - b. Conflict avoidance is a component of white culture
  - c. Tend to equate fairness with comfort – but how is still excluded?
  - d. Trained into a zero-sum mindset related to resources. If something changes, does someone lose something in the process?
  - e. People are comfortable with the status quo if they are not directly impacted by it. – “What’s the big deal?”
  - f. Conflict among ideas vs conflict among people with those ideas. No space for dialogue and listening.
  - g. For example: local elections, running at large and then having to work together with those you ran against.
  
2. What type of events have conflicts in racial equity work?
  - a. Deals with historical racial restrictions.
  - b. Correcting wrongs in policy can create an us vs them mentality.
  - c. Often having the difficult conversations about race, some can internalize it as you are calling them racist.

- d. People not knowing the history of the community and what shaped it to the way it is today.
  - e. Historical excavation and damage of burial mounds throughout Dane County and Monona.
  - f. Affordable housing location discussion
3. Core Problem: It will be difficult to make change in Racial Equity because:
    - a. Some people are afraid of conflict – “we” want to avoid conflict and discomfort
    - b. Deeply rooted historical nature of oppression on the issue(s)
    - c. “Difficult to achieve changes to gain racial equity because historically people ‘people like the way things are’ due to deeply rooted oppression.
  4. Direct Symptoms – Underlying Symptoms – Contributing Factors
    - a. Affect – anger, claims of feeling personally attacked.
    - b. Attack back, get defensive, withdraw. Indirect chatter. Organizing.
    - c. Fear, ignorance (not knowing true history, narrow worldview, white supremacy culture), ambivalence, entitlement/comfort with status quo, sense of ownership – we belong and others do not, stereotypes that are learned, unconscious bias, fragility
  5. Direct Symptoms – Underlying Symptoms – Contributing Factors
    - d. Hate crimes, vandalism, misinformation, racial profiling (Arrowhead Drive), discrimination (can’t get housing, jobs, access to opportunities)
    - e. Fear
  6. Direct Causes – Underlying Causes – Contributing Factors
    - a. Ignorance, defensiveness (not my problem, not my fault, not my responsibility)
    - b. Outdated policies and practices, capitalism, self of individualism vs collective good, negative stereotypes of BIPOC are reinforced by inaccurate portrayal in media, etc.
    - c. Lack of diversity, education gap, lack of resources (financial and other), barriers to participation
    - d. Lack of turnover/term limits on committees blocks access to other voices
    - e. Narrowly structured process – need to be “experts” to participate in the process – Who is an expert and who is not
    - f. You come to the government, we don’t come to you.
  7. Committee Charge: Learning, all voices, identify initiatives
  8. Where does MGSD, private sector businesses, fit in?
  9. How do we embed DEI work into all work rather than having it become an add-on?
  10. Youth mentorship in government
  11. Connecting with other groups that are involved in and advocating social change

DEI Workgroup Brainstorming Session – 10/7/21:

Discussion Attendees: Jayson Chung, Jerry Chapa, Mary Anne Reed, Catherine Orr, Alicia Hazen, Raquel Diaz, Karen Reece, and Sue Carr, Sally Buffat, Katy Kaufman, and Bryan Gadow.

1. Taking Stock of Previous Meeting Discussions:

- Common thread: Are the items brought up by ARC worthy of amplifying and pushing up?, for example digitizing deed records.
- Resource: UW-Madison Professor Paige Glotzer, tracing where this language came from and how it came to be. For example, the certification of the real estate profession, spreading the use value of covenants. Reaching out to her as a resource.
- Resource: UW-Madison Professor Kurt Paulson.
- Separate fund for 1<sup>st</sup> generational home purchases. Addressing generational issue without being specific to race.
- Would be useful to know what other communities are doing as a baseline for this work. For example, McFarland's 9 priorities.
- Formal policy on affordable housing.
- Potential for a committee to have a specific charge to take on issues and items forward.
- Room for dialogue for white people talking to other white people about these issues.
- Study of conflict transformation – support a new way of thinking. For example, David Hooker – University of Notre Dame.
- Addressing conflicting narratives about who and what Monona is.
- Visible representation of diversity within the community: from community events, library exhibits, etc.
- Giving BIPOC a voice in the community, as they don't feel connected.
- Being able to materially live in Monona (affordable housing)
- Representative of BIPOC beyond a DEI workgroup
- Document this public/community work on the City and other websites so not to duplicate efforts.

2. Groups to Connect with:

- Monona-Grove Parent Equity Council
- Library Group working with Nehemiah – Community Read
- Monona Public Safety Commission
- Monona Police Department
- Staff within Monona-Grove School District
- Creation of a BIPOC Affinity Group
- Reach out to existing BIPOC members on City committees
- Dane County Equity Council
- Senior Center
- Reach out to other area communities to see what they are doing
- Plan Commission
- MESBA

- Police and Fire Commission

DEI Workgroup Discussion - 10/28/2021:

List of Groups to send a Survey too:

- Parent Equity Council
- Winnequah School Mini Parent Equity Council
- Monona Grove High School Mini Parent Equity Council
- MG21 School

DEI Workgroup Discussion – 11/4/2021: