

**Minutes  
Ad Hoc Workgroup on Diversity and Equity Issues  
January 20, 2022**

Chair Chung called the meeting to order at 3:30 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, Police Chief Brian Chaney Austin.

**APPEARANCES (None)**

**NEW BUSINESS**

**1. Discussion on Workgroup Categories for Final Report**

Chair Chung provided an update on the extension of the Committee's term and the goal of completing the report in about two months. Alder Goforth added that the City Council would appreciate an update on the breath of work that the committee is engaged in. Chair Chung reminded the group of the two core believe categories:

1. That Monona should strive to become a more racially diverse city, and that the quality of life for all Monona residents and the health and vitality of the city will increase as it becomes more diverse; and
2. That our community should ensure that Black, Indigenous and People of Color (BIPOC) individuals and families and other persons and families of color in Monona are able to speak on their own behalf, freely and safely, in pursuit of their own interests as well as the interests of the community – recognizing that a community cannot be called inclusive unless it listens in full measure to all the groups of which it is comprised.

The Workgroup agreed with the direction of the two categories with some language adjustments to the text.

The four project/ideas categories are: 1) City Policies and Practices; 2) Community Practices; 3) Cultural/Business Activities; and 4) Support from the Community. Goal is to have draft recommendations by February 17<sup>th</sup>. Alder Goforth offered that education and exposure could be added and intertwined within each category. Chair Chung

indicated that the goal of this Workgroup's report is to set things in motion, and other entities may be responsible for the details of implementation.

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

## **2. Discussion with Police Chief Chaney Austin**

Chief Brian Chaney Austin provided an overview on his background, previous work with the City of Madison, and hiring by the City of Monona. He noted that his goal is to focus on community engagement, and encouraged staff to take part and be out interacting in the community. He noted that each staff member must participate in one community event each quarter to hear people's stories and experiences. Chief Chaney Austin discussed the potential training opportunities that he would be looking at for the department. He discussed the focus on hiring a qualified and diverse police force, including the recent hiring of three new females to the department. Chief Chaney Austin discussed the reintroduction and expansion of work with Dane County Restorative Court.

Ms. Sachs asked what item made him feel the most welcome. Chief Chaney Austin noted that a few individuals reached out immediately upon his hire and to also provide feedback on opportunities and challenges that he would face. Ms. Reece asked if there was anything that the Chief would like to see in the Workgroup's report? He noted that it is a continued discussion on why the community is calling the police and what impact that can have. Ms. Sachs asked why he considered the Monona position? He noted that the Madison community was changing and how community policing was being implemented, and Monona was the best opportunity for advancement. Chair Chung noted that the Workgroup will be recommending that the community needs to become more diverse, but there is not a critical mass of voices of color. Chief Chaney Austin noted that the focus can be on how to make people of color to feel welcomed and build to an equity toolkit. He discussed the idea of community hiring panels for the Police Department.

## **3. Other Project Updates.**

Alder Goforth noted that she is working with a group in Madison to bring the Vibrant Hydrants project to 20 different fire hydrants in Monona on September 11<sup>th</sup>. They are presenting to the Public Works Commission on February 2<sup>nd</sup> at 6:30pm.

Chair Chung noted that Ms. Diaz and Ms. Sachs were working on summarizing the information that they received from the Parent Equity Council, and will present at the next meeting.

## **4. Schedule Next Meeting Date.**

The Workgroup will next meet at 3:30pm on Thursday, February 3<sup>rd</sup>.

**ADJOURNMENT**

A motion was made by Alder Goforth, seconded by Mr. Chapa to adjourn. The motion carried.  
(5:01 pm)