

AGENDA
CITY OF MONONA
Ad Hoc Workgroup on Diversity and Equity Issues
Monona City Hall – Conference Room
5211 Schluter Road, Monona WI
Thursday, February 3, 2022
3:30 pm

NOTICE OF ELECTRONIC MEETING

Note: Committee Members will meet remotely via Zoom virtual meeting. Additional details below.

1. Call to Order
2. Roll Call
3. Approval of the Meeting Minutes of January 6 and January 20, 2022
4. Appearances
5. New Business
 - A. Continued discussion on Workgroup charge and tasks.
 - B. Continued discussion regarding future meeting schedule, discussion topics, and future agenda items.
 - C. Updates on Other Projects
6. Next Meeting Date – February 17, 2022
7. Adjournment

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

ELECTRONIC MEETING INFORMATION NOTICE

Due to the current state of emergency because of the COVID-19 pandemic, this meeting will be conducted via electronic videoconferencing/teleconferencing. As such, it is likely that some or all members of, and a possible quorum, may be in attendance via electronic means and not physically present. In accordance with Wisconsin law, the meeting will remain open to the public. The public may still attend in person at the location stated in this agenda. However, due to the need to maintain social distancing in accordance with Dane County Order #17, and the limited physical space available, the public is encouraged and requested to also attend via electronic means. Directions to do so are listed at the bottom of this agenda. Upon reasonable notice, the needs of disabled individuals will be accommodated through auxiliary aids or services. For additional information or to request this service, contact Alene Houser at 608-222-2525.

DIRECTIONS TO ATTEND MEETING ELECTRONICALLY

You may attend via videoconference at <https://us02web.zoom.us/j/84832097537> or by downloading the free Zoom program to your computer at <https://zoom.us/download>. At the date and time of the meeting log on through the Zoom program and enter MeetingID: 848 3209 7537.

You may attend via telephone conference by calling the following phone number:

PHONE NUMBER: 1-312-626-6799 / MEETING ID: 848 3209 7537, FOLLOWED BY #

Please Mute Your Phone When Not Speaking To Ensure Best Possible Audio Quality.

You can register to appear and speak before the committee by utilizing the [Appearance Before a Committee Form](https://www.mymonona.com/FormCenter/CommitteeApplication-11/Appearance-Before-a-Committee-Citizen-Co-82). Link to form: <https://www.mymonona.com/FormCenter/CommitteeApplication-11/Appearance-Before-a-Committee-Citizen-Co-82>

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
January 6, 2022**

Chair Chung called the meeting to order at 3:41 pm.

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

Excused: Alicia Hazen, Raquel Diaz, Karen Reece

Also Present: City Administrator Bryan Gadow, Alder Jennifer Kuhr.

APPEARANCES

Alder Jennifer Kuhr appeared to discuss Resolution 22-01-2529 on Repudiating Racial Covenant Language. She noted that the resolution is based on a 2019 City of Middleton resolution. Ms. Reed indicated that the issue is more complicated than originally expected, and has not found the proposed legislation or its author, or if the Wisconsin Realtors Association is supportive of it. She asked to include a Whereas clause stating the City of Monona is on record asking for a legislative change to formally remove racist language from covenant documents. Chair Chung noted that most other state's laws he has seen still has the offensive language in the document, but either stricken out or with an addendum message indicating it is "null and void". Alder Kuhr indicated that the State of Minnesota allows residents to record a modification statement for no cost. The Committee discussed the potential for advocating for a full redaction of the language. Ms. Orr suggested that the last Whereas clause remove the word Caucasian from the resolution. She suggested another Whereas that acknowledged that these covenants shaped the current racial makeup of the community. Ms. Reed indicated that Dane County is working on a database to allow individuals to find their covenant documents for free. Chair Chung recommended that the resolution support action at the state and county level. Alder Kuhr indicated that they could add language to formally sent the resolution on to state and county actors. Alder Kuhr asked if the committee wanted to see the revised resolution before it goes back to the City Council.

NEW BUSINESS

1. Update on request for a pause on spoken land acknowledgements.

Alder Goforth noted that it has become a performative statement, typically without a commitment of action, and asked that we pause it for further reflection. She provided the Committee with several online resources on the topic.

2. Update on raising the Ho-Chunk flag at City Facilities.

Alder Goforth noted that a ceremony and formal raising of the Ho-Chunk Nation flag on city facilities occurred on October 11th, and that the city would like the flag flying year-round.

3. Update on Madison Transit service.

Alder Goforth provided an update on potential for partnership with Madison Metro Transit for extended mass transit services. Decisions on route locations and the terms of the partnership must be made by summer of 2022. She noted that there is a challenge with paratransit that would need to be discussed and resolved before any decisions could be made.

4. Other Project Updates.

Chair Chung summarized his meetings with the Mayor and a few alders on the progress of the workgroup. He noted that he would be formally requesting an extension to the timeframe of the workgroup. He noted that the 6-month charge comes at the end of January. He will request 3 additional months, with the hope of finishing in 2 months. He noted that Police Chief Chaney Austin will appear at the next meeting. Ms. Suchs indicated she would likely have some survey results from the Monona Grove Parent Equity Council available for review.

5. Update on Report Drafting - Value Statements for Report/Recommendations.

Chair Chung offered his recommendation on value statements to frame the final report around, including:

1. Increase the proportion of BIPOC individuals that live in Monona
2. Cultivate ability of BIPOC individuals in representing their interest in our community.

Alder Goforth noted the use of the terminology is DEIB (Diversity, Equity, Inclusion, and Belonging), which goes beyond just “welcoming”. She noted that: “Belonging is the emotional state that is the goal of D&I efforts. Your Organization’s inclusive processes are there to make everyone feel welcome. For someone to feel truly welcome, they need to feel welcome exactly as they are”.

Ms. Orr indicated to need to describe the “why” for these value statements. Be explicit as to why we want more BIPOC living in Monona, what is the warrant for change?

Alder Goforth referenced the UniverCity Alliance language from past projects of being “dynamic” and being able to change.

Ms. Suchs referenced a concern about representing members of the BIPOC community. Alder Gorforth indicated the potential to get feedback from One City schools.

Chair Chung proposed to rearrange the priority list and would look to get the workgroup’s feedback.

6. Schedule Next Meeting Date.

The Workgroup will next meet at 3:30pm on Thursday, January 20th.

ADJOURNMENT

A motion was made by Alder Goforth, seconded by Ms. Reed to adjourn. The motion carried.
(5:10 pm)

**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 shore 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 17th. 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 11th. They are presenting to the Public Works Commission on February 2nd 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 3rd.

ADJOURNMENT

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