



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS March 18, 2015 at 2:30 PM in Room 301-A

Present:

Aldira Aldape
Marquette Baylor
Kristen Donat
Jeffrey Roman, Chair
Maria Monteagudo, Director - DER
Leslie Silletti, Mayor's Office

Absent:

Mayhoua Moua
Chez Ordonez

Commissioner Roman commenced the meeting at 2:40 p.m.

1. Approval of minutes from the November 19, 2014 ERC meeting.

Approval of the minutes from the November 19, 2014 ERC meeting were moved by Commissioner Aldape and seconded by Commissioner Baylor. The minutes were approved by unanimous consent.

2. The 2015 ERC meeting dates were accepted into the record as presented.

3. Discussion regarding proposed ERC role involving community relations, Milwaukee Promise, Transitional Jobs Program and departmental accountability.

Ms. Monteagudo distributed the draft document, entitled, **Proposed Structural Focus for the Equal Rights Commission**. Ms. Monteagudo indicated that the draft plan is divided into four major areas that reflect the outcome of the conversation with the Mayor. These areas include MPD and MFD Community Relations, the Milwaukee Promise, the Transitional Jobs program and departmental accountability. Ms. Monteagudo presented information regarding each part of the plan, as follows:

- **MPD and MFD Community Relations.** There may be an opportunity for the ERC to interact with the Fire and Police Commission in terms of addressing certain needs of the community (e.g. information, facilitation of meetings, etc.), recognizing the FPC's authority and quasi-judicial role. One aspect of how the ERC may assist the FPC would be to seek information regarding and to illuminate issues related to training, hiring, citizen complaints and community engagement. Engaging in this manner affords the ERC, on behalf of members of the community, to seek out information related to these topics, either by a formal or informal request letter to the FPC (or respective department) that could be responded to by staff or by asking for an item to be placed on the FPC agenda. Ms. Monteagudo reminded the group that the ERC would enhance the work of the FPC from a community relations standpoint,

- however cannot direct the FPC in any manner. Ms. Monteagudo suggested that it may be helpful to have the chair of the FPC attend an ERC meeting to offer her reaction to the plan.
- **The Milwaukee Promise.** Ms. Monteagudo mentioned that there are three positions included in the 2015 budget related to supporting the work of the Milwaukee Promise: one position involves community outreach and education and the other two will likely be analytics positions, charged with evaluating data. All three incumbents would likely work closely with the ERC. The positions have been created and will be classified in the next two to three weeks; hiring should occur shortly thereafter.
 - **Transitional jobs.** The City of Milwaukee will offer 135 transitional jobs this year. The ERC could seek out CEOs and private corporations, show them what the City has done to help the community and strongly encourage them to do the same. The Mayor is happy to hear that the Commission is interested in reaching out to the private sector.
 - **Accountability.** The Mayor agreed in principle with the notion that if there's a new program or a change to a program, the ERC should vet those ideas or changes to assist in anticipating the community's reaction. This could be accomplished by having the department present the change to the ERC as an agenda item or seek ERC's input prior to the AIM process. This would be an effective way to link the accountability provision of chapter 109 with the ERC's regular work. Commissioner Roman stated that that this is a significant step forward and that he's appreciative of the Mayor allowing ER Commissioners to seek input from their respective communities.
 - Ms. Monteagudo stated that the overall proposal should be presented to the Mayor and, based upon his endorsement of the same, the ERC will develop an action plan. The first step after getting the Mayor's approval could be having an ERC member brief the leadership of each of the departments.
4. **LGBT Know your Rights Card.** Commissioner Donat reported that the Wisconsin LGBT Bar Association has drafted a Know Your Rights card that's specific to Milwaukee; the focus will be on housing and employment. The content is still being finalized. Clark Graphics provided a quote of \$.31 a card or \$311 for 1,000 cards. The hope is to have the content finalized and printed by this summer for distribution at festivals and day camps. The LGBT Bar Association doesn't have the funding to print the cards. Commissioner Donat asked the ERC if they would consider paying for the printing costs of the cards and mentioned that she will ask the LGBT Bar Association to draft a proposal. Commissioner Roman said this time last year the ERC was developing a strategic plan and had a section on community engagement to accept proposals like this. The ERC agreed that Ms. Donat should bring the proposal to the next ERC meeting.
 5. **Confirm next meeting dates and location.** The ERC determined that the Accountability and Community and Neighborhood Subcommittees would meet at 1:00 and 2:30 p.m. respectively on April 1, 2015 in the DER.
 6. **Adjourn.** The meeting was adjourned at 4:10 p.m.