



City of Milwaukee

200 E. Wells Street
Milwaukee, Wisconsin
53202

Meeting Agenda

EQUAL RIGHTS COMMISSION

TONY SNELL-RODRIGUEZ, CHAIR

NATHAN GUEQUIERRE, VICE-CHAIR

*Jacqueline Cook, William Crowley, Jessica Boling, Rae Johnson
and Paul Smith*

Staffing: Omar Barberena

Wednesday, March 26, 2025

4:00 PM

City Hall, Room 303

This is a working meeting for Commissioners and in-person attendance is required. For the public you can join hybrid and those wishing to attend virtually may do so by clicking the link:

<https://teams.microsoft.com/l/meetup-join/19%3ameeting>

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Meeting ID: 296 273 783 528

Passcode: s8gp9Vw3

1. **Call to Order (TS) (4:00)**
2. **Roll Call (OB) (4:01)**
3. **Approval of Previous Meeting (4:03)**
4. **Welcome from Commissioner Chair (TS) (4:04)**
5. **Commissioners Introductions (NG/JC) (4:10)**
 - a) **Name & City of Residence**
 - b) **Occupation & Relevant Background – Share your profession and any experiences that shape your perspective.**
 - c) **Goals for the Equal Rights Commission – What impact do you hope to make this year?**
 - d) **Key Strength or Skill – Highlight a quality or expertise you bring to the Commission.**

6. Onboarding (TS/Attorney) (4:25)**Equal Rights Commission Overview**

- **Chapter 109 Summary – Brief explanation of the legal framework guiding the Commission’s work.**
- **Relationship to the Office of Equity and Inclusion (OEI) – How the Commission collaborates with OEI to advance equity and inclusion.**
- **Mission Statement – Core purpose and values driving the Commission’s efforts.**
- **Meeting Schedule & Attendance Expectations – Frequency of meetings, required participation, and quorum requirements.**

Key Focus Areas for 2025:

- a) **Increasing awareness of the complaint process.**
- b) **Handling and addressing complaints.**
- c) **Re-establishing the committee system to enhance efficiency and impact.**

Quorum & Open Meeting Rules

- **Definition of Quorum – Minimum attendance required for official decision-making.**
- **Open Meetings Compliance – Transparency requirements, public access to meetings, and procedural obligations.**

Internal & External Communication Procedures

- **Internal Communication – Best practices for coordination among Commissioners and with OEI.**
- **External Communication – Guidelines for engaging with the public, stakeholders, and media while maintaining alignment with Commission policies.**

7. Equal Rights Commission (ERC) and City Updates (TS & OB) (4:40)**8. Break (4:45)**

9. Committee Overview (NG) (4:50)**A) Overall Structure**

The Commission is organized into four key committees, each focused on a specific area of impact:

- 1. Governance – Ensuring compliance with policies, bylaws, and legal requirements.**
- 2. Compliance – Managing complaint intake, investigations, and enforcement.**
- 3. Outreach – Engaging the community, increasing visibility, and fostering partnerships.**
- 4. Communication – Publicizing the Commission’s work, managing messaging, and improving public access to resources.**

B) Committee Composition

- Each committee is made up of Commissioners with relevant expertise or interest.
- Committees may include external advisors or community partners when appropriate.

C) Internal Governance

- Committees operate under clear guidelines for decision-making and reporting.
- Regular updates are provided to the full Commission to ensure alignment with overall goals.

D) Goal Setting

- Each committee establishes specific, measurable objectives aligned with the Commission’s priorities.
- Progress is reviewed regularly to ensure accountability and impact.

E) Meeting Frequency

- Committees will meet regularly based on workload and priorities, with a recommended schedule to maintain progress.
- Meetings should align with Commission sessions to provide updates and ensure coordination among all committees.

10. Committees & Membership (NG or JC) (5:00)**A) Reinstating the Committee Structure**

- Evaluate and reactivate the committee system to enhance the Commission's effectiveness.
- Ensure committees align with current priorities and operational needs.

B) Key Committees for 2025

- Determine whether to maintain all three existing committees or refine the structure to better support ERC's key objectives.
- Focus on the most pressing priorities, such as complaint resolution, policy compliance, outreach, and public engagement.

C) Committee Assignments

1. Mapping Skills to Committees – Commissioners will assess their strengths and interests to determine the best fit.
2. Selection Process – Each Commissioner will write their first and second committee choices on the board to facilitate balanced assignments.

11. Adjourn (TS) (5:29)

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