



City of Milwaukee

Meeting Minutes

EQUAL RIGHTS COMMISSION

TONY SNELL-RODRIGUEZ, CHAIR
NATHAN GUEQUIERRE, VICE-CHAIR

*Jessica Boling, William Crowley, Jacqueline Cook, Paul Smith,
Alexandria Staubach, Elle Halo, Alexander Kostal, Denise Manjarrez-Renteria*

Staffing: Ramona Ramos

Wednesday, January 21, 2026

4:00 PM

City Hall - Room 301A

1. Call to order

This meeting was called to order by Commission Chair Snell Rodriguez at 4:11 PM

2. Roll call

Present (7) Snell Rodriguez, Guequierre, Crowley, Boling, Kostal, Halo, Manjarrez-Renteria

Absent (3) Cook, Smith, Staubach

3. Welcome from Chair

2026 Priorities

Focus on Housing

LGBTQ Advisory Charter- Scope on Antti Trans Violence

4. Introductions

Commissioners introduced

Current Commissioners

New Commissioners: Kostal and Manjarrez-Renteria

Staff Introduction: Andrew Beale, Data Analysis, Department of Equity and Inclusion

Looking Forward to 2026

Full commission seated

Justice reform

Immigrant/undocumented voices

Digital outreach and creative projects

Community engagement

Expanding complaint capacity

5. ERC Vice Chair & Chair Nominations & Election 2026

*Facilitated by Jim Owczarski, City Clerk, City of Milwaukee
Commissioner Halo self-nominated for Vice Chair
Commissioner Halo nominated Chair Snell Rodriguez for Chair
No additional nominations; nominations closed
No objections
Commissioner Halo elected Vice Chair
Chair Snell Rodriguez re-elected as ERC Chair*

6. Approval of past minutes (October, November, December 2025)

*All three sets of minutes taken up as a whole
No objections
Quorum present
Commissioner Boling abstained from December minutes due to absence*

7. ERC and Staff Updates

*Chair Snell Rodriguez
International Human Rights Day / December 2026 Event Planning
Commissioner-led event with staff support
Same venue and caterer as 2025
Committee meeting arrangement in process*

*Ramona Ramos – Equal Rights Complaints Liaison
High complaint volume in December
Increased outreach and visibility directly increased complaints*

*Vice Chair Guequierre – 2025 Annual Report Data Presentation
Highlights of major accomplishments
End-of-year wrap-up
Annual report includes mission, complaints, events, accomplishments
Near full commission for first time since pre-COVID (almost 11 seats filled)
Governance Committee interviewing for final vacancy
Overview of core issues in the city and outreach events
Complaint summary snapshot (citywide civil rights complaints)
No cross-jurisdiction issues
Discussion regarding Appendix A – Matrix
Recognition of Andrew Beale for major data work*

*Update from Megan Wanke – Fair Housing Council
Need for housing coordination with ERC
Planning to present at February ERC meeting*

8. Communication from Committees*Governance*

*Commissioner recruitment: filling last vacant position; two candidates
Strategic planning with full commission
Potential budget line items*

City departments: Request to present to ERC per Charter 109 regarding equity and inclusion

Treasurer's Office

Housing

Department of Neighborhood Services

Discussion on language access, interpretation, and written language needs

LGBTQ+ Advisory Voices and Charter

9. Community announcements

Warming Station information access shared

10. Adjournment

*Motion to adjourn. Approved.
Meeting adjourned at 5:41 PM*