



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

January 17th 2018, at 2:30pm

Room 301-A, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Jeffery Roman, Chair

Commissioner Chez Ordonez, Vice-Chair

Commissioner Tony Snell

Commissioner Sheila Ashley

Commissioner Mayhoua Moua

Sharon Robinson, Dept. of Administration

Ben Roovers, City Attorney's Office

Patricia Ruiz-Cantu, Dept. Of Administration

Rebecca Rabatin, ADA Coordinator

Flowers Nash II, Diversity Recruiter, Dept. of Employee Relations

Shelley Gregory, Milwaukee LGBT Community Center

Dave Reed, Zagster

Tim Alborg, Zagster

Karen Dettmer, DPW, Public Works Coordination Manager

Brian Peters, IndependenceFirst

Deb Falk-Palec, Chair, Milwaukee County Commission for Persons with Disabilities

Sharin Cabral, Disability Rights Wisconsin

Sally Sheperdson, Executive Director, Bublr Bikes

Captain Heather Wurth, MPD

Officer Joshua Post, MPD

The meeting was called to order at 2:30pm.

1. Approval of Minutes from December 20th Meeting

Commissioner Snell moved to approve the minutes, Commissioner Ashley seconded. Minutes approved unanimously.

2. Diversity Recruiter Introduction (Flowers Nash II, DER)

Commissioner Roman stated that the Equal Rights Commission had asked Mr. Nash to attend the meeting to hear about what the city is doing to promote diversity and inclusion in the hiring process and to talk about potential partnership in the future. Mr. Nash stated that as the Diversity Recruiter, his role is to create a more diverse atmosphere amongst city employees. He stated he goes out to high schools, colleges, affinity groups, etc. to let them know about employment opportunities in the city. He stated that when an employment opportunity opens up within the city the job posting goes through him and he makes a plan on where recruitment will take place. Mr. Nash stated that DER is hosting an entry-level career fair on Tuesday, January 23rd in the City Hall rotunda. He stated that currently the city is hiring for a Bridge Operator, a City Laborer and an Urban Forestry Arborist Apprenticeship. He stated that the job fair will also include community organizations that work with people who may have barriers to employment. Commissioner Snell stated that the transgender community faces barriers to employment when their gender marker on their ID does not match their gender presentation. He suggested that Mr. Nash contact the Milwaukee LGBT Community Center to table at the career fair as well.

Mr. Nash brought up a new program idea, Success in the City: Job Shadowing Your Future. This program is designed to make the City of Milwaukee a destination employer. Students in 6th grade through college will be invited to the City to learn about employment opportunities and shadow current city employees and elected officials. He would also partner with the MPS and the Pathways Program. He stated the Mayor, President Hamilton and many of the Alders were supportive of this idea.

Mr. Nash stated he has been charged to visit two Historical Black Colleges in 2018. The city is looking for colleges that have majors that reflect the needs of the city. Currently the city is in need of nursing, engineering, library science and IT majors. Commissioner Ashley stated she is extremely supportive of Mr. Nash recruiting from HBCUs, but that there are also many students of color in the colleges in and around the City.

Commissioner Snell suggested that Mr. Nash also connect with Independence First to talk about ways to reach the disability community in his recruitment efforts. Commissioner Ashley asked if he has looked into partnering with MATC. Mr. Nash stated that he has worked with MATC when looking for draft engineers but that he would like to work with them more in the future. Commissioner Ashley stated that the general education students would benefit greatly from knowing what jobs they could work toward in the future. Commissioner Ashley also stated that her daughter provides legal services to the students enrolled in the Pathways program and suggested that Mr. Nash think about also targeting young adults aging out of foster care and the homeless population.

Commissioner Snell asked if Mr. Flowers has gotten any pushback from any City Departments. Commissioner Roman also asked if there have been any reports done on the current makeup of city employees. Mr. Nash stated that he could request these numbers be given to the ERC.

Commissioner Ashley also stated that the ERC would be willing to help Mr. Nash with spreading the word about any job openings and job fairs. Mr. Nash stated that the area he would really like to see more growth in diversity is in the mid and upper-level management positions. Commissioner Ordonez asked what type of diversity training city managers go through. Mr. Nash stated that there have been discussions about this type of ongoing cultural competency training but that there currently is not any type of diversity training for city managers. Sharon Robinson stated that DOA has a Racial Equity and Inclusion initiative that offers cultural competency training for divisions that have a great deal of contact with the community. She stated that this initiative could be expanded to reach city managers.

Commissioner Ordonez asked how the ERC can help. Ms. Robinson stated that DOA would need to assess the capacity to start offering these trainings to hiring managers in the city. She stated it would be doable with a “train the trainer” program. She stated that DER and DOA could partner and should meet to discuss. Commissioner Ashley suggested that Mr. Nash go back to his supervisor (Maria Monteagudo) and let her know that this type of training was discussed at the meeting. Commissioner Ashley invited Ms. Monteagudo to attend the next ERC meeting to discuss this partnership.

Shelley Gregory (Milwaukee LGBT Community Center) stated that in her experience sometimes these types of trainings can bring on a backlash if the trainings are not done well and if there is not an accountability mechanism to follow the training. Shelley suggested that accountability should come down from the top and that it should be part of manager’s reviews.

3. Zagster – Adaptive Bikes (Dave Reed)

Commissioner Roman stated that at the previous ERC meeting it was recommended that Zagster come talk to the Commission about their adaptive bike options. Tim Alborg (Zagster) stated he would like to talk to the Commission about their new PACE program (www.ridepace.com) and the potential of releasing the program in the Milwaukee community. He stated that this program will target the disability community, communities of color and low-income communities.

Dave Reed (Expansion Manager, Zagster) stated the company mission is to make the bicycle the most loved mode of transportation for all. He stated they have launched over 200 bike share programs across the country. PACE is a bike share program that can be launched at no cost to the city. The program compliments a city’s current bike share program.

Mr. Reed stated that over the past year a dock-less bike share program has been introduced in the US. The bike comes with a lock and can be left and picked up anywhere in the city. He stated that there are both pros and cons to this type of program and that they have been working on getting feedback from customers. After looking over feedback from customers, the PACE program has introduced a 2-part locking mechanism for the dock-less bikes. These bikes must be locked to current city or specified Zagster bike racks. Mr. Reed stated that by keeping cost low (through a dock-less system) more bicycles can be brought into communities of need.

Mr. Reed stated that in looking at the needs of Milwaukee, Zagster would like to discuss bringing in bicycles to parts of the city that are not currently serviced by the existing bike share program as well as adaptive bikes. He stated that currently Zagster has three types of adaptive bikes including hand cycles, side-by-side bicycles and tricycles.

Commissioner Ordonez stated that a city the size of Milwaukee should not have to be limited to only one bicycle vendor. He also asked for a list of all the locations Zagster currently serves. Commissioner Ordonez asked Zagster to elaborate on their adaptive bikes and requested that they talk about how it has gone in other cities that have an existing bike share vendor. Mr. Reed stated the tricycle has a handbasket in back and can be used by both the disability and senior community. He stated the side-by-side bike is good for people with disabilities that have a care giver or a partner without a disability. He stated these side-by-side bikes can also be used for recreational purposes for non-disabled patrons.

Mr. Reed stated they have not had issues with existing bike share programs and that they are always sure to build a strong partnership with the municipality and the existing bike share program. Mr. Alborg stated that they also work with partners across the municipalities to get a better idea of where the bikes would be needed most. Commissioner Ordonez asked if the adaptive bikes have been successful. Mr. Reed stated the City of New York and Philly have recently reached out to seek out info about their adaptive bikes. He stated they do see a trend of cities who want to offer these options to their communities.

Mr. Reed stated that currently in Wauwatosa their adaptive bikes are docked at a specific station and are used for round-trip rides. He stated that if they were to come to Milwaukee they would want to use both dock stations and a dock-less system. He stated there could be designated spaces for parking for the bikes. Commissioner Roman asked how the working relationship with the City of Wauwatosa has been. Mr. Alborg stated Wauwatosa has been a good partner but that their program is much smaller than what they envision for Milwaukee.

Commissioner Ordonez asked what the price is for adaptive bikes. Mr. Alborg stated that with the PACE program, the bicycles and the infrastructure are given to the municipalities free of charge. The rider pays through an app (\$1.50/half-hour). Zagster covers the cost of their program through sponsorship, advertising and rider fees. Mr. Alborg stated that once a rider sets up their PACE account through the app they will be able to use the bike share system in any other city that has the program. Commissioner Ordonez also asked if the PACE program offers any discounts or yearly memberships for low-income communities. Mr. Alborg stated that through local partnerships they have been able to find ways to work with community members who may not have a credit or debit card. They have also had communities where people that are Medicare or Medicaid automatically get a PACE membership.

Commissioner Ordonez stated further discussions would need to be had with the City about infrastructure and sustainability. He also asked if there was an analysis of a like city. Rebecca Rabatin stated that previous to the ERC meeting DPW had a meeting about adaptive bikes and would be putting together a list of questions that they would ask Zagster through a conference

call in the next few weeks. She stated that she would take questions from the Commission as well.

Commissioner Roman asked who would have the final decision making power regarding adaptive bikes being brought to the city. Karen Dettmer (DPW) stated that she is very much involved in this discussion and also sits on the Bike and Pedestrian task force for the City of Milwaukee. She stated that ultimately who in the City makes the final decision about bringing in adaptive bikes would depend on what the program would look like. She stated that the current bike share program came about through a big push from Milwaukee community members. She stated she sees the adaptive bikes issue as a similar situation. Ms. Dettmer stated that DPW does have some concerns and questions about the program. She stated if there is an agreement (permit, contract, etc.) made between the City and Zagster that it would have to be approved through the Common Council's Public Works Committee.

Commissioner Ordonez stated that the City is happy with the current bike share program (BublR) but that unfortunately they cannot be inclusive to everyone in the City at this time. Mr. Reed stated that PACE would be a complimentary program to Milwaukee's pre-existing bike share. Commissioner Ordonez stressed the importance of community involvement when deciding where the bikes will be located if they City ends up bring the PACE program in.

Brian Peters (*IndependenceFirst*) asked why the PACE program would need to be brought in through the city if it is both free and dock-less. Commissioner Ordonez stated that anything operated through the city would need to be approved and have a permit from the city. Commissioner Snell asked about a decision-making timeline. Karen Dettmer stated that DPW is very cognizant about the impacts of bringing a new business into the city. Commissioner Roman asked if Zagster has had a conversation with BublR. Mr. Alborg stated that a conversation with DPW, BublR and Zagster had taken place before this meeting and that they would like to keep the dialogue going.

Sharin Cabral (*Disability Rights Wisconsin*) stated that in the meeting held earlier with DPW, BublR and Zagster there were several red flags that came up for her. She stated she understands that BublR is a nonprofit that has established a relationship with the City and has done good work, but that she thinks that when a decision is made regarding a program that is meant to benefit the residents of Milwaukee that impartial judgement is crucial. Ms. Cabral stated that having a separate accessible bikes-only program in the city is a start but not the end goal. She stated that eventually Milwaukee's bike share program needs to be inclusive to all people as a whole. She stated that she was very pleased with the PACE program because it is both dock-less and accessible for all people. Ms. Cabral stated that it is very important that the City has no conflict of interest when making a decision on bringing PACE to Milwaukee. She stated that Jeff Polenske (DPW) being on the board of BublR may be a conflict of interest.

Commissioner Ashley stated that the City has an obligation to whatever may be the best-interest for the City. She also questioned the "no-cost" of the PACE program and wanted to know more information about potential hidden costs. Commissioner Ashley stated that she believes in competition and that this could end up being a competitive process. Karen Dettmer

reminded the Commission that Bublr is a nonprofit organization that uses BCycle Bikes to do their work. She stated that BCycle went through the competitive process. She also stated that since it is a nonprofit it is not necessarily a conflict of interest to have City employees on the Bublr board. Ben Roovers stated that a request through the City Attorney's office could be made to look into the potential conflict of interest and issue an opinion into whether or not Jeff Polenske should recuse himself from any decisions made about this issue. Karen Dettmer stated that DPW is very interested in bringing adaptive bikes to the City but that it needs to be well-researched and potential future legislation needs to be addressed. Ms. Dettmer stated that the City's list of questions will be sent out to Zagster within the next two weeks.

Sally Sheperdson (Bublr Bikes) stated that when Bublr launched what got lost in the narrative was "who Bublr is." She stated the three people who started Bublr were visionaries and they had to make many tough choices. She stated that it was intentional to make Bublr a nonprofit. "Bublr for All" is their mission and is located throughout the city to serve the community. She reminded the Commission about all of the programs and opportunities Bublr has offered to underserved communities in Milwaukee. She stated that besides Philadelphia, Bublr is most recognized for their equity work. She stated that Bublr is a nonprofit that does not get money from the city but gets funding for philanthropic funders and rider fees.

Commissioner Ordonez brought up "Bublr for All" and stated that at this time that does not include those that cannot ride a "standard" bike. He stated that the varying abilities community has made known that they want to enjoy riding bike share bikes and asked what Bublr's plan is to address this need. Ms. Sheperdson stated it is her understanding that Bublr has offered several solutions to the Milwaukee disability community but that they were not accepted. She stated that Bublr offered to fundraise to bring in adaptive bikes but that the community was not supportive of this option.

Commissioner Ordonez asked if BCycle was planning on adding dock-less and adaptive bikes to their bicycle inventory. Ms. Sheperdson stated that BCycle will be adding dock-less bike options to their program early this year. She also stated that BCycle is slow to coming around to adding adaptive bikes to their inventory. Commissioner Ordonez stated it is time for Bublr or Zagster to get proposals together to address this need. Ms. Sheperdson stated that she is willing to work with anyone that wants to address the issue. Commissioner Ordonez asked about Jeff Polenske as a board member. Karen Dettmer stated that Jeff Polenske has a passion for biking and has been behind getting many of the bike lanes in Milwaukee. She also stated that she has full confidence that he will always act ethically as a Bublr board member. She also stated that the City Attorney's office, ethics office and procurement office is aware of his appointment on the board and has not had an issue. Commissioner Ashley stated that she finds it offensive that a conflict of interest discussion is taking place about Jeff Polenske and that she believes city employees can serve on boards without bias.

Deb Falk-Palec (Milwaukee County Commission for Persons with Disabilities) stated that Ms. Sheperdson's statement about the disability community not being willing to accept any adaptive bike solutions from Bublr was completely incorrect. She stated that Bublr told them over and over that their service is only for travel and transportation and not for recreation. Ms.

Falk-Palec stated that Bublr told them that they would take the lead on working with BCycle and other national organizations on developing adaptive bikes but that Bublr did not offer solutions beyond that and that the disability community did not reject any adaptive bike options. Ms. Falk-Palec also stated that she had been contacted by James Davies (Bublr Bikes) and asked to not attend public meetings to talk about the adaptive bike issue. Commissioner Roman asked that Ms. Falk-Palec send a written statement to the ERC.

4. Senate Bill Discussion: LRB-4052/1 (Ben Roovers)

Commissioner Roman stated that there is a Senate bill that will impact the Equal Rights Commission. Ben Roovers (Assistant City Attorney) stated that among other things, the bill would require state-wide conformity and prohibitions against employment discrimination, preventing municipalities from having their own discrimination ordinances. If this bill is passed it would take away a large portion of Milwaukee's Equal Rights Ordinance, Chapter 109. Commissioner Ordonez brought up the long list of protected classes that cities like Milwaukee and Madison have in their ordinances and asked if this Senate Bill would be expanding on the state's list of protected classes. Ben Roovers stated that he did not think the state was looking to add any protections and that Representative Goyke had introduced a bill that would add gender identity as a protected category under Chapter 111 in the Wisconsin Fair Employment Act, but that was more of a gesture.

Commissioner Ordonez asked if the Intergovernmental Relations team had a gauge on the likelihood on if this bill will pass and when. Director Sharon Robinson stated that she would reach out to the team for an update. Commissioner Ordonez stated that it may be a good idea for the ERC to build a coalition with other equal rights bodies across the state and find out what they are doing. He also stated that there should be a direct meeting with the author of the bill. Commissioner Ordonez stated that he is not necessarily against the state taking the power away from municipalities but that he is against the state not offering protections to the full list of classes that other Wisconsin cities currently do.

Commissioner Roman asked what the city's position is on this issue or if they have taken a position at all. Director Robinson stated she would talk to La Keisha Butler to get an update. Commissioner Snell stated that the ERC should also reach out to the county and the city of Madison to see if they have made any moves on this bill. He also stated that the Commission should draft a statement about the losses if the bill is passed. Ben Roovers stated that the stated purpose of this bill is to ensure that businesses that are working state-wide do not have to work around different city regulations. Commissioner Ordonez asked if there have been any conversations about this bill with elected city officials/departments and bigger businesses and if they have expressed concern about their constituents' possibly losing protections. Director Robinson stated she would find out from La Keisha Butler. Ben Roovers stated that it would be beneficial to get statements from large businesses that do business state-wide. Commissioner Ashley requested a fiscal note, the drafting attorney's notes and any companion piece of legislation at the Federal level.

5. Commission Updates (Commissioner Ordonez)

Held until next meeting.

6. Tobacco Free Alliance PrideFest Letter (Commissioner Snell)

Held until next meeting.

7. The Wisconsin LGBT Summit (Commissioner Snell)

Commissioner Snell asked if the ERC has the budget to send staff and Commissioners to this Summit and stated that the cost is \$75. He also stated that he would pass information about the Senate Bill along to the planners of the Summit.

8. Community Dialogue & Upcoming Events

Commissioner Roman stated that the ERC is still looking for individuals to fill the empty seats of the ERC. He asked that recommendations be made as soon as possible and that potential Commissioners send their resumes to Jessica Langill (Equal Rights Specialist). Commissioner Moua stated that the Asian/Pacific Islander community will be hosting a health conference on April 21st at the Italian Community Center. Commissioner Snell asked if there is availability to have a table and Commissioner Moua stated she would send the information to Jessica Langill. Commissioner Roman stated that Policy Link will be hosting their Equity Summit April 11-13 in Chicago. He stated that registration is currently open. Commissioner Ashley stated she will not be able to attend the February meeting because she will be working the election canvassing. Commissioner Moua stated that she will not be able to attend the February meeting either. Commissioner Roman stated that since we will not have quorum that the ERC should look at rescheduling the meeting or skipping the February meeting.

9. Next Meeting Date: February 21st, 2018 at 2:30pm

10. Adjourn

Meeting adjourned at 5:06 p.m.

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MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

February 21st 2018, at 2:30pm

Room 301-A, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Jeffery Roman, Chair
Commissioner Chez Ordenez, Vice-Chair
Commissioner Tony Snell

Absent:

Commissioner Sheila Ashley
Commissioner Mayhoua Moua

Jessica Langill, Dept. of Administration
Ben Roovers, City Attorney's Office
Patricia Ruiz-Cantu, Dept. of Administration
Rebecca Rabatin, ADA Coordinator, Dept. of Administration
Maria Monteagudo, Director, Employee Relations Department
La Keisha Butler (by phone), Director, Intergovernmental Relations Department
Karen Dettmer, Department of Public Works
James Hannig, Department of Public Works

The meeting was called to order at 2:35pm without quorum.

1. Approval of Minutes from January 17th Meeting

Commissioner Ordenez called the meeting to order and stated that Commissioner Ashley and Commissioner Moua were not able to attend the meeting, meaning there was no quorum. Approval of minutes and any other Commission decisions would need to be held until March meeting.

2. Senate Bill 634 Update (La Keisha Butler, IRD)

La Keisha Butler, Director of Intergovernmental Relations, called into the meeting due to needing to also be at the Capitol. She stated that Senate Bill 634 has had hearings in both the Senate (6-3) and Assembly (3-2) and has been passed out of Committee on both sides. She stated the Assembly was going to vote on the bill tomorrow (2/22) at 1:00pm. Ms. Butler stated that an amendment to the bill was made that removed the prohibition against municipalities

having their own employment discrimination ordinances. She stated that because of this amendment, Milwaukee's Chapter 109 would be safe for now. Ms. Butler stated that the city is still opposed to the bill for other reasons.

Ms. Butler stated the bill will most likely pass through Assembly. Commissioner Ordonez asked what other ramifications this bill would have on the City of Milwaukee. Ms. Butler stated it would still prohibit the city from having ordinances regarding wage claims, employee hours and overtime, and employee benefits. She said she was also looking into how this bill might impact the city's Residence Preference Program (RPP) which dictates that in city contracts, at least 40% of labor must go to city of Milwaukee residents.

Commissioner Ordonez asked if Chapter 109 has been specifically brought up in any of the conversations or if there was a likelihood that it would be brought up before the vote. Ms. Butler stated that she was not sure if it would be brought up, but that it could be reconsidered next session. She stated the earliest we may see this brought up again would be early January of 2019.

Ms. Butler reminded that the Commissioners were free to reach out to any representatives as members of the public but to be careful not to violate lobbying laws informing the representative that they are an ERC Commissioner.

Commissioner Ordonez stated that he had an advocacy letter/call to action draft that he would like to share with Ms. Butler for future use by the ERC when other equal rights issues come up. Ms. Butler stated that she would be happy to review it and make sure it follows protocol.

Commissioner Snell thanked the community organizations and Jason Rae with the Wisconsin LGBT Chamber of Commerce for taking on the issue and working with representatives. Commissioner Snell recognized a hand in the audience and asked Commissioner Ordonez to explain the speaker slip he put together.

Commissioner Ordonez stated that he put together a speaker slip that he is recommending to be used in all future meetings. These speaker slips will allow the ERC to keep track of community involvement in ERC meetings as well as a record of the issues the community is passionate about. He also stated that it would benefit the Commission to limit speaking time in future meetings to allow for everyone to have a chance to speak. He stated that public dialogue should be addressed at the end of the meeting unless the Commission invites a subject matter expert to speak on a specific agenda item.

3. City's Anti-Harassment Initiative (Maria Monteagudo)

Commissioner Ordonez invited Maria Monteagudo, Director of Employee Relations, to speak about the city's anti-harassment initiatives. Ms. Monteagudo stated that in November of 2017 she had a conversation with Mayor Barrett about sexual misconduct in the workplace. She

stated she looked at the current city policy and felt that it was not enough. She said the policy needed to be updated but also that mandatory training must be done.

Ms. Monteagudo stated that she learned about a task force that the EEOC had put together in 2015 to address the issue. The task force put together a report in 2016 about what employers needed to do to implement strong anti-harassment policies and trainings. Ms. Monteagudo stated she drafted a new policy based on the recommendations from this report and then worked with city department HR managers to finalize it.

Ms. Monteagudo stated that this new outlines the commitment of the city to make sure all employees are treated with respect and able to work in a safe environment. She stated that the policy also outlines the responsibility of the person who feels as though they are being harassed to ask the person to stop and to also report the harassment to management. The policy also outlines the responsibility of witnesses and managers. Ms. Monteagudo stated that the policy requires city departments to notify Employee Relations when a complaint has been filed and when the findings of the investigation have been decided.

Ms. Monteagudo stated that the city has already trained city HR managers on how to conduct harassment complaints. She stated that the city has also contracted with a consulting firm in Minnesota that will be providing mandatory training to managers and supervisors on the policy and how to spot and stop harassment in the workplace. Commissioner Snell and Ordonez asked if Commissioners or ERC staff could attend the training. Ms. Monteagudo instructed Jessica Langill to reach out to get into the trainings. She stated that after all managers and supervisors are trained, all city employees will receive a training as well by the end of summer 2018.

Commissioner Snell asked how many complaints have been received prior to the new policy. Ms. Monteagudo stated that DER has received less than five harassment complaints that have risen to a level that would be in clear violation of the new policy. Commissioner Snell stated that this new policy should provide an opportunity for city employees to feel more comfortable and safe to come out about harassment they have experienced and that DER may receive an influx of harassment complaints. Commissioner Snell asked if city contractors would also have to follow the new policy. Ms. Monteagudo stated that the City Attorney's office reached out last week and is looking at including the new language in their city contracts.

Commissioner Ordonez asked how the ERC could support the Employee Relations Department with the new policy. He also asked how this policy could eventually be expanded to all employers in the City of Milwaukee. Ms. Monteagudo stated that an outreach campaign in which smaller employers are educated on the issues would be a good start. She also stated that she is open to employers using the city's policy as a template for their own.

Commissioner Ordonez asked if there is an appeals process for employers who may not be satisfied with the findings of the investigation. Ms. Monteagudo stated that there is not a set appeals process of the city but that complainants can take their complaint to the state or federal level. Commissioner Ordonez stated that the ERC would be happy to champion this policy and educate the public on it.

Commissioner Ordonez asked what the process would be for employees who bring a harassment complaint to the ERC instead of DER. Ben Roovers, Assistant City Attorney, stated that the complaint should be sent to DER for review. Commissioner Ordonez stated it would be helpful to have MOU or written procedure for this process in order to have an open and transparent process for complainants. Commissioner Roman asked if a city employee did not feel comfortable going to DER but went to the ERC instead if the ERC would be able to hear the complaint. Ms. Monteagudo stated that it would be important to be very careful in that type of situation and to understand personnel matters and due process. She stated the ERC could refer these complaints to the correct department/entity but that they should not take on the investigation of the complaint. Commissioner Ordonez stated that the ERC could request a report on the complaints.

4. Accessible Bike Update (Commissioner Ordonez & Commissioner Snell)

Commissioner Snell stated that he and Commissioner Ordonez had a meeting with Karen Dettmer, Jeff Polenske, and James Hannig from the Department of Public Works to discuss the accessible bikes issue. He stated that the ERC and the city do want to offer accessible bikes for those with varying abilities, but that there is much to be decided around how to make it happen. He stated that money and resources need to be considered, but that a resolution needs to be reached in a timely manner.

Commissioner Snell stated that it is important to bring stakeholders together to have a working meeting to discuss the process. Commissioner Ordonez stated that they asked DPW to provide a report to the Commission regarding any road blocks to bringing accessible bikes to Milwaukee along with a feasible plan and timeline.

Commissioner Ordonez also brought up city funding and grants and making sure that full equality is being considered when applying for grants in the future. He stated that the city must act at the best interest of all residents. He also stated that he requested that stakeholder meetings be held in conjunction with or through the ERC.

Commissioner Snell stated that they also spoke about the role of the ERC if another grievance is filed. He stated the ERC would look to the Assistant City Attorney for guidance on that but that it is the hope that things can be resolved before a grievance is filed. Commissioner Snell also stated that the city's ADA Coordinator should be included in these discussions and work groups.

5. Commissioner Handbook & Operating Procedures Draft/Procedures & Policies Committee

Commissioner Ordonez stated that the current draft of the ERC Commissioner Handbook and Operating Procedures has been drafted to mirror Minneapolis'. He stated this handbook will cover how community members testify before the ERC, what the role of a Commissioner is and what responsibilities a Commissioner holds. He stated the handbook and procedures would show the community that the ERC is serious about the work that they do.

Commissioner Ordonez brought up an edit from Ben regarding ERC being an independent body. He stated that he understands that the power of the ERC comes from the Common Council and that the ERC is housed in DOA, but that he does not have an issue with calling out members of the CC if they are doing anything discriminatory. He stated that the main job of the ERC is to make sure equal rights are not being violated in the city.

Ben Roovers stated that the powers of the ERC are solely what is granted by the Common Council. Mr. Roovers stated that the ERC needs to be careful to stay in its role under the ordinance. In regards to the accessible bike share discussion, Ben Roovers stated that the ERC needed to be careful to not go outside its role by advocating for a certain bike share company. Commissioner Ordonez stated that the ERC's job is to make sure that accessibility for all is being provided by the city and that when the city is failing to do so, that it is the ERC's role to be an advocate and bring the right people to the table.

Commissioner Snell stated the ERC should be providing a space for advocates to come and speak up and follow the right process. He stated the ERC needs to make sure to appear impartial in all situations. Mr. Roovers stated that the Chapter 109 Ordinance clearly states that the ERC's primary function is to be a judicial body. He stated it is very important to have balance between advocacy and neutrality.

Mr. Roovers stated that the Commission Handbook and the Policies & Procedures handbook should be reviewed through the City Attorney's Office. He stated the ERC is part of the Municipal Corporation that is the City of Milwaukee. As such, Mr. Roovers stated at the end of the corporation of the city is his client and that he sees serious conflict in a situation where the ERC would take a position in opposition to the city. Commissioner Roman stated the ERC has been able to be proactive in the past to discuss opposing viewpoints directly with the Mayor's office and Common Council. Mr. Roovers stated it is completely acceptable for the ERC to meet directly with the Mayor's office and Common Council to express concerns, but that the ERC needs to be careful letting it get beyond that, such as public statements against elected officials of the city. Commissioner Ordonez stated that it is the intent that the ERC never has to make a statement like that, but that there is no point in having an Equal Rights Commission if it cannot speak out against blatant discrimination.

Commissioner Snell stated that the Commission needs to come together and have a strategic planning retreat and that the ERC needs to start educating the public on what the ERC can do for the community. Commissioner Roman stated that education and engagement is important and that the ERC can articulate concerns through the annual report and other measures that would keep the ERC within its boundaries.

Commissioner Ordonez asked Commissioners to go through the handbook and provide Ms. Langill with any edits or suggestions. Once there is a more final draft the Commission can discuss it for passage.

6. Listening Sessions for 2018

Commissioner Ordonez stated that listening sessions would need to be scheduled out for 2018 in order to find interested community partners and allow for planning time. The Commission discussed potential groups that should be reached out to including the Muslim community, the Hispanic community, the African American community, the Jewish center, Hmong, Native, fair housing, homeless, HIV, victims of sexual abuse and the aging population.

Commissioner Ordonez stated that we should reach out to Diverse & Resilient and ARCW to discuss partnering in work with the HIV community as well as reaching out to Sojourner and the Benedict Center to discuss the homeless and victims of domestic abuse populations.

Commissioner Roman suggested we focus the 2018 listening sessions on the faith community, homeless/fair housing community, and the domestic abuse population.

7. New Commissioner Update

Commissioner Ordonez stated two names have been submitted to the Mayor's office for nomination. He stated the ERC is currently waiting for a response from the Mayor's office on when the review will be completed and when applicants will be contacted for appointment. Rebecca Rabatin stated that she may know a couple other people that may want to serve on the Commission. Commissioner Ordonez asked her to forward those names on to Ms. Langill.

Commissioner Ordonez also stated that there was discussion in sub-committee about changing the time of the monthly ERC meetings to be more accessible to the general public. He stated other successful commissions hold their meetings after business hours. Commissioner Snell stated that there was also discussion about moving the Commission meetings up to 2pm so the staff could leave the office in time and that listening sessions would be after hours for public involvement. Commissioner Ordonez stated it is going to be important to also take into consideration the availability of new Commissioners.

8. Community Dialogue & Upcoming Events

Rebecca Rabatin, ADA Coordinator, thanked the Commission for working on the adaptive bikes issue. Commissioner Ordonez stated the ERC would make sure she is included in further meetings about adaptive bikes. Ms. Rabatin also suggested that we get started on planning for the next Human Rights Day.

9. Next Meeting Date: March 21st, 2018 at 2:30pm

10. Adjourn

Meeting adjourned at 4:25 p.m.

* * * jml



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

March 21st 2018, at 2:30pm

Room 301-A, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Jeffery Roman, Chair

Commissioner Chez Ordonez, Vice-Chair

Commissioner Tony Snell

Commissioner Mayhoua Moua

Commissioner Sheila Ashley

Jessica Langill, Dept. of Administration

Patricia Ruiz-Cantu, Dept. of Administration

Rebecca Rabatin, ADA Coordinator, Dept. of Administration

Jeff Polenske, City Engineer, Department of Public Works

James Hannig, Bike & Ped Coordinator, Department of Public Works

Shelley Gregory, Milwaukee LGBT Community Center

Brian Peters, Independence First

Deb Falk-Palec, Milwaukee County Commission for Persons with Disabilities

Shirin Cabraal, Disability Rights Wisconsin

Tony Panciera, MKE United

Nathan Guequierre

The meeting was called to order at 2:38pm

1. Approval of Minutes from January 17th and February 21st Meetings

Commissioner Ordonez called the meeting to order and directed attendees to speaker slips in the back of the room. Commissioner Snell moved to approve both meeting minutes, Commissioner Moua seconded. Minutes approved without objections.

2. Accessible Bikes Update

Commissioner Ordonez asked Jeff Polenske to discuss the letter that DPW sent to the ERC regarding accessible bikes. Jeff Polenske, City Engineer, stated that there is a collective interest in developing an adaptive bike share program. He stated that the letter sent to the ERC reflects on research done on peer cities and their approach to adaptive bikes and discusses a plan to have an adaptive bike pilot program by the end of summer 2018. Mr. Polenske said that a working group will be put together including adaptive bicycle experts, local advocates, and city employees. He stated that the first meeting would take place in April. He stated DPW has identified funds that could be used toward the initial pilot program and that the work group would work to identify other resources and partners.

James Hannig, Bike & Pedestrian Coordinator, stated that in his research of peer cities he found that Portland, OR and Detroit, MI were good models in engaging communities ahead of time as well as short and long-term goals that ultimately brought about an adaptive bike share program. Commissioner Snell asked how the short and long-term planning went for this municipalities. Mr. Hannig stated that Portland is currently in the second phase and working to expand their adaptive bikes and Detroit is looking to launch this summer.

Commissioner Ordonez stated the plan outlined in the letter is a very good start in moving community dialogue forward. He also stressed the importance of diversity in the workgroup. He stated that the ERC Commissioners would not be able to serve on the workgroup but that he would like the workgroup to file regular reportings with the ERC regarding the work being done. Mr. Ordonez also stated the only thing not addressed in the letter is the federal bike share grant and how it would be used in the short and long-term goals. Mr. Polenske stated that in the city's phase 2 bike share expansion project, the work group would develop the approach in integrating the federal grant and the adaptive bike share pilot program. Mr. Hannig stated that once approved he will be working to expand stakeholder and public involvement in the federal bike share grant. He stated that the adaptive bike workgroup could be part of the early conversations.

Commissioner Snell asked who would be invited to be a part of the workgroup. Mr. Polenske stated they currently have a list of people but are open to anyone that would want to be involved. Commissioner Snell asked that the Equal Rights Specialist sit on the workgroup. Commissioner Ordonez also stated the city's ADA Coordinator needs to be involved as well. He brought up the response letter from the ADA Coordinator regarding types of adaptive bikes, recommended placement, and management of the bikes. Mr. Polenske stated that Bublr staff has asked to be a part of the work group because they see a long-term future with a possible adaptive bike component.

Commissioner Ordonez asked why Bublr/B-Cycle is being invited to be a part of the workgroup when they do not have the capability or resources to offer any type of adaptive bikes in the near future. Mr. Polenske stated that Bublr can bring other resources to the table beyond the actual adaptive bikes. He also stated that Bublr could be a part of operating the adaptive bikes

in the future. Commissioner Snell asked what the role of the City's Pedestrian & Bike Taskforce would be. Mr. Polenske stated that the Ped & Bike Taskforce would not be directly involved and that this would be considered a DPW initiative.

Commissioner Ashley asked if actual adaptive bikes would be made available at the end of summer through the pilot program. Mr. Polenske stated that depending on the procurement process, DPW hopes to have some adaptive bikes and a pilot program ready to go for the end of summer/early fall. Commissioner Ashley if there would be an RFP process for what company/organization would provide Milwaukee with the adaptive bikes. Mr. Polenske stated that there would be a BID process. Commissioner Ashley asked that beyond the ERC where accountability would be coming from to make sure that bikes are on the ground by the end of summer. Mr. Polenske stated that DPW is very invested in implementing the pilot program and will be working hard to make sure it comes to fruition.

Commissioner Ashley stated that the workgroup should look into partnerships with the philanthropic and business communities to help come up with funding for the bikes. She stated their money is less restricted and more flexible. She stated Marcus White would be a great asset to the effort. She said she would also like to see a representative from the Metropolitan Milwaukee Association of Commerce be invited to be a part of the workgroup. Commissioner Ashley also suggested that someone from the city's procurement office be involved as well.

Rebecca Rabatin, ADA Coordinator, stated that Commissioner Ordonez had asked her to write a letter that gave her recommendations regarding accessible bikes in the city. She stated that statistically, individuals with disabilities are found more within communities of color so the city needs to make sure the adaptive bikes are being put in communities with the highest need. She stated that placement of the stations should be discussed in the workgroup. Ms. Rabatin also brought up some other key players that she would like to see included in the workgroup. Commissioner Ordonez suggested that Milwaukee County should also be a partner in the workgroup. He stated that the letters would be made public on the ERC website and be available for anyone to view. Commissioner Ashley suggested to keep the size of the workgroup in mind to be sure that the work does not get held up.

Commissioner Ordonez opened up the floor for community input and guided speakers to a 5 minute time limit. Deb Falk-Palec, Milwaukee County Commission for Persons with Disabilities Chair, stated that she has not read the DPW report directly but that she is a bit nervous about putting together another workgroup and that she hopes that it will not hold up progress. She stated that she would like to know why Zagster's proposal was not being considered since they are free and ready to bring bikes to Milwaukee today. She also suggested that Zagster be included in the workgroup. She stated that community advocates have been working on this issue since 2015.

Commissioner Ashley stated that Zagster was not technically a free service and that they were looking to replace BublR in the City of Milwaukee. She stated that the ERC cannot advocate in support of one group over another and that an objective procurement process must take place

in bringing adaptive bikes to the city. She also stated that all of the community advocates that have been working on this issue since 2015 will be an invaluable addition to the workgroup.

Shirin Cabraal, Disability Rights Wisconsin, stated that the Zagster proposal provided the city with a map that shows the underserved areas (mainly communities of color) that do not have access to the current bike share program. She said that Zagster had not said that they wanted to replace BublR, but that they wanted to fill in the gaps where BublR is not currently available. Ms. Cabraal stated she is not making a case for Zagster but that they have provided the city with a viable proposal and that a proposal procurement should be issued as soon as possible. Commissioner Ashley stated that the city is looking for a comprehensive solution to this problem and that empirical data is necessary to make decisions. She stated decisions should not be made until a fair process is completed. Commissioner Ordonez asked if the community advocates would be able to provide the ERC with a timeline and information previously collected regarding bringing adaptive bikes to the city.

Brian Peters, IndependenceFirst, stated that he likes BublR but that for the past three years community advocates have been asking BublR and the city to bring adaptive bikes to the bike share program. He stated that since it has been so long, the city should work with Zagster or another bike share program to get bikes on the ground as soon as possible.

3. MKE United

Commissioner Snell asked that MKE United be moved to the top of the agenda and invited Tony Panciera to the table. Mr. Panciera stated that there is a lot of alignment between the mission and vision of the ERC and MKE United and that he hopes to partner in the future. He stated that MKE United started out as the Greater Milwaukee Committee and that while business was booming downtown, the prosperity was not shared across much of the city. MKE United brought in a national urban planner that has worked in Detroit, Baltimore, and other national cities. The urban planner put together a plan that would be more inclusive when expanding the new footprint of the city. He also shared the operating structure report. This report outlines the five areas of focus for the organization; demographics, where people live, where people work, where people eat/shop/play, and how people move. The report also includes action items and what could happen if trends don't change. After community listening sessions and feedback they added a 6th focus area which is the capacity to engage in Milwaukee (as organizations and residents).

Commissioner Snell thanked Mr. Panciera for coming to the meeting and applauded MKE United's efforts. He asked how the ERC can be more privy to their data. Mr. Panciera stated that all of the information is available on the website at <http://www.mkeunited.com>. He stated that there is a lot of rich information that is critical to the city's success and that MKE United is looking into ways to keep people more involved in the future. Commissioner Snell asked how the ERC can be involved in the future. Mr. Panciera stated that he was not quite sure exactly how the ERC can be involved but that the ERC could be a partner in the upcoming equity summit. He also stated more could be discussed in a follow-up meeting.

Commissioner Ashley brought up the adaptive bike issue and asked if MKE United had any input regarding that issue. Mr. Panciera stated that currently MKE United has been focused more on racial and socio-economic inclusion and that transit and transportation has not been explicitly discussed. He said that accessibility for anyone to participate in all city programs is extremely important and ties to the research MKE United has done so far. Commissioner Ashley asked if any of the research they have done could be used to decide where the adaptive bikes should be placed. Mr. Panciera stated that “deserts” within the current system have been identified and that there are clear gaps. Commissioner Ashley asked if there was anyone in MKE United that might be able to participate in the adaptive bike workgroup. Mr. Panciera stated that he would give it some thought and get back to the ERC on anyone that would be interested.

Commissioner Ordonez brought up the recommendation to develop a regional transit system. Mr. Panciera stated that the expansions of the train car are essential and could prove to be a step in the right direction to correcting transportation needs. Commissioner Ordonez also brought up downtown sales tax and asked if any discussions regarding this have come up in their research and work. Mr. Panciera stated that the city of Milwaukee has very few options in generating revenue for the city. He stated that there has been a lot of discussion about other ways to bring revenue to the city. Commissioner Ordonez stated that the ERC is a policy influencer and that it works to bring the right community partners to the table.

Commissioner Ashley stated that discussions need to be had regarding city employment resident requirements. Commissioners Moua and Roman stated that the ERC could help make sure community input is heard regarding all of the new development going on in the city that could potentially displace many residents. Mr. Panciera stated that MKE United needs to do more to collect community input and will be sure to work with the ERC on that in the future.

4. Conversion Therapy Ban Update

Commissioner Snell stated that the conversion therapy ban ordinance was passed in committee 2-0 with 2 abstentions and 1 absence and would go to full council for vote on March 27th. He stated that the Alder people have been getting a lot of pushback from conservative radio and religious communities. Commissioner Snell stated that supporters of the ordinance need to be just as loud with their support. He stated that the ERC has signed on to the community support letter.

5. New Commissioner Update

Commissioner Ordonez stated that the ERC has four pending Commissioner nominations. He stated that the Mayor has seen the nominations and is looking to meeting with the candidates. Commissioner Ordonez stated that meetings would need to be scheduled as soon as possible in order for the Commissioners to be approved and sworn in by the May 16th meeting. Commissioner Ordonez stated that once the four Commissioners are sworn in the ERC would have all 9 seats full and that chair appointments could happen the month after the new Commissioners are added.

Nathan Guequierre came up and addressed the ERC as one of the nominees. He stated that he is an urban planner that works with public and stakeholder involvement and economic development in the city and the state. He stated that he is very interested in the bike share issue and is looking forward to possibly working on the issue as a Commissioner. Commissioner Ordonez stated that he has chatted with Mr. Guequierre several times and that all of the nominations will bring a great amount of diversity and experience to the Commission.

6. HRC Municipality Score Update

Commissioner Snell stated that a year ago the city of Milwaukee had a score of 72 and currently has a score of 90. He also stated that if the ordinance had been approved sooner the city would actually have a score of 95. He also stated that the criteria has changed for 2018 but that he thinks Milwaukee is on the right path to getting a 100 on the next report. Commissioner Snell stated that Commissioner Ordonez, Jessica Langill, and himself had recently met with the Mayor to discuss the score and that the Mayor is very interested in getting the score to 100. He said that inclusive bathrooms transgender healthcare benefits, and LGBT recruitment were discussed with the Mayor. Commissioner Ordonez stated that it was also discussed that while increasing the score is good, it's more important to make meaningful institutional changes. Commissioner Ordonez stated that city departments should also be receiving equality scores in the future and that inclusion training needs to happen for all city employees.

7. Strategic Plan Update

Commissioner Ordonez stated that funding needs to be discussed as a part of strategic planning. He stated that there may be some opportunities coming soon that would provide the ERC with some additional funding. He stated that the ERC cannot effect change without more funding. Commissioner Ordonez stated that a letter needs to go out to the Mayor and Council regarding the ask for funding. Commissioner Snell suggested that the chair and vice-chair work on putting together the letter. Commissioner Ashley stated that there should be a discussion about the line items that should be added to the request letter. Commissioner Ashley stated that justification will be important. Commissioner Ordonez stated that the ERC needs to work on updating the mission/vision statement.

8. Annual Report

Commissioner Ordonez stated that if everyone agrees, the ERC should send out the annual report as soon as possible. All Commissioners agreed the report was good to send out.

9. Next Meeting Date: April 18th, 2018 at 2:30pm

10. Adjourn

Meeting adjourned at 4:55 p.m.

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MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

May 16th 2018, at 2:30pm

Room 303, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Jeffery Roman, Chair

Commissioner Chez Ordonez, Vice-Chair

Commissioner Tony Snell

Commissioner Mayhoua Moua

Commissioner Sheila Ashley

Commissioner Jennifer Bennett

Commissioner Reggie Jackson

Commissioner Martha Collins

Commissioner Nathan Guequierre

Sharon Robinson, Director, Dept. of Administration

Jessica Langill, Dept. of Administration

Patricia Ruiz-Cantu, Dept. of Administration

Ben Roovers, City Attorney's Office

Rebecca Rabatin, ADA Coordinator, Dept. of Administration

James Hannig, Bike & Ped Coordinator, Department of Public Works

Deb Falk-Palec, Milwaukee County Commission for Persons with Disabilities

The meeting was called to order at 2:31pm

1. Approval of Minutes from March 21st Meeting

Commissioner Ordonez called the meeting to order. Commissioner Snell moved to approve the minutes, Commissioner Mayhoua seconded. No objections.

2. Introduction of New Commissioners

Commissioner Ordonez stated the new commissioners had just taken their oath of office and that they were welcome to introduce themselves. Commissioner Guequierre stated he is an Urban Planner that lives in the third district and is honored to take on the role. Commissioner Jennifer Bennett stated she is a professional licensed engineer and lives in Harambee. Commissioner Reggie Jackson stated he was pleased to be part of the group and is looking forward to doing the important work of the Commission. He works for a workforce services

company and also does work for the Black Holocaust Museum and the Zeidler Center for Public Discussion. Commissioner Martha Collins stated she is a long-time resident of Milwaukee and is passionate about social economic justice work. She is a Director with Hunger Task Force. Commissioner Ordonez stated that the ERC is excited to have everyone and is looking forward to the fresh ideas.

3. Commissioner Appointments

Held until next meeting.

4. Commissioner Handbook

Commissioner Ordonez stated that the Commissioners had been provided with a copy of the Commissioner Handbook Content Overview. He said the document was basically the table of contents for the commissioner handbook. The handbook will be used to help all new, current, and incoming Commissioners understand how to be the most effective. Commissioner Ordonez stated that once the handbook is completed it will be made available to all Commissioners and then would need to be voted on as a full body.

Commissioner Bennett asked if there was a timeline for the completion of the Commissioner Handbook. Commissioner Ordonez stated finalizing touches needed to be made, but that it should be available before the June meeting for review. Commissioner Ashley asked if the handbook was put together in a committee meeting. Commissioner Ordonez stated that the handbook was discussed in the strategic planning committee meeting. He stated it had also been discussed in the past 4 meetings. Commissioner Ordonez stated that the handbook is a fluid document.

Commissioner Ashley asked to be walked through the thinking about the Duties and Responsibilities of the Commission section of the handbook. Commissioner Ordonez stated the section would include things like what listening sessions are, what is being asked of Commissioners regarding community outreach, meeting attendance, and how to participate effectively. He also stated that the ERC is required to submit an annual report to the Mayor. Commissioner Ashley asked if the subjective topics that speak to the individual responsibilities as a Commissioner were already flushed out. Commissioner Ordonez stated that the document is mirroring what other national commissions are doing and that it is not a completed document. Commissioner Ordonez stated that he plans to send a draft document out to all Commissioners so they have time to review it and can make edits.

Director Sharon Robinson stated that if a Commissioner does not meet all of the requirements written in the handbook, removal can still only be done by the Mayor since Commissioners are appointed by the Mayor. Commissioner Ashley stated that much of the handbook would need to be objectified for her to be comfortable with passing it through. Commissioner Ordonez stated that the document needed to represent the entire Commission.

Commissioner Snell stated that the handbook should be looked at as a part of a larger picture. He stated that it may make more sense to base the handbook and other documents on the outcomes of the upcoming strategic planning session. He stated the mission statement should be the foundation of the policies and procedures.

5. Ordinance Refresher and Rules of Order (Ben Roovers)

Ben Roovers, ERC Staff Attorney, stated that the purpose of his presentation is to go over basic parts of Robert's Rules of Order and to give an overview of Chapter 109, which creates the ERC and sets up the parameters for what the ERC can and cannot do.

He stated Robert's Rules of Order was created in Milwaukee for the purposes of making church meetings more orderly. Over the past 170 years it has been widely adopted and is used by the Common Council of Milwaukee. Roovers stated the ERC is a "deliberative assembly," meaning the group acts as a whole. If any individual wants to exercise their first amendment rights, they can do so as a private citizen. Roovers stated that Commissioners should announce to the officials that they are meeting with in what capacity they are addressing them (private citizen, job title). When the Commission decides as a whole body on an issue, individual Commissioners can speak on behalf of the Commission. Commissioner Ashley stated that the ERC should be intentional about what politics to become involved in to be sure that individual politics do not overrun the mission of the ERC.

Ben Roovers shared that as a public body the ERC is subject to Open Meetings Laws. He stated that the Commission must publish an agenda available to the public before each meeting and that it is important that the Commission sticks to the agenda. Open meeting laws also apply to telephone calls. He stated that a Commissioner can bring a motion to take a specific stand/make a specific action on an agenda item. After the motion, another Commissioner must second the motion. The chair must then restate the question/what is about to be voted on. Debate ensues and then it is put up for a vote.

Ben Roovers stated there are special and standing committees. A special committee is appointed for a certain amount of time and dissolves when the task is completed. It generally has a narrow focus. He stated the ERC decides how many members need to be on the committees and how the members are appointed. The committee must follow the same quorum requirements and all meetings should be noticed to the public. Power for committees is granted by the committee/chair.

Ben Roovers went through Chapter 109 and stated that it is the Ordinance that creates the ERC. Four members constitute a quorum. Majority vote needed to approve an action. Roovers went on to discuss prohibited discrimination and protected classes of Chapter 109. As it is written now, the ERC cannot handle any issues that are brought against the City of Milwaukee or any of their direct entities. Additionally, the ERC does not have jurisdiction over any discrimination issue that can be investigated by a state or federal agency.

There was discussion about the lack of infrastructure within the ERC to take discrimination complaints from any person that falls within a category of ERC jurisdiction. Roovers stated that it is necessary that the ERC is able to take a complaint as quickly as possible in order to be compliant under Chapter 109. Director Robinson reminded that infrastructure can also include the partnerships that have been discussed in the past. Commissioner Ordonez stated that the ERC has never been adequately funded. He stated more funding could be used to hire an investigator and/or mediator for discrimination cases. Commissioner Ashley stated that we need to be realistic about the limitations of the ERC and to think about possible cost-sharing and partnerships with similar organizations. Director Robinson stated that the staff needs to work to establish the process and partnerships to start building capacity.

6. Strategic Plan

Commissioner Ordonez stated that a strategic plan needs to be created. He stated that the strategic planning committee has met twice to discuss core goals and what needs to be discussed in strategic planning. Jessica Langill stated that a retreat would be the best way for everyone in the Commission to be involved in creating a strategic plan. Director Robinson stated she would find a facilitator.

7. Adaptive Bike Update (James Hannig & Rebecca Rabatin)

James Hannig, Pedestrian Bicycle Coordinator (DPW, and Rebecca Rabatin, ADA Coordinator (DOA), gave a quick overview on how the adaptive bike discussion came to the city. James stated that in August a listening session was held regarding disability issues and the lack of adaptive/accessible bikes in the bike share program was brought up. He stated in October the city received a formal grievance regarding the lack of accessible bikes in the bike share program. Rabatin stated that the city responded to the grievance stating that the city is aware of the issue and would be putting a workgroup together to address the lack of adaptive bikes.

Rebecca and James described the type of adaptive/alternative bikes that are used by people with disabilities. They discussed how Bublr Bikes currently works within the city and some other bike share programs that do offer alternative/adaptive bikes. They also discussed the workgroup that has been formed to address the issue. Commissioner Ordonez stated that the ERC chose to not be a part of the workgroup in the case that another grievance is filed and the ERC would have to hear the case. Instead, Jessica Langill attends the meetings as the staffer of the ERC.

Commissioner Jackson asked what the expectation would be regarding the placement and amount of adaptive bikes within the bike share program. Hannig stated that they are looking to the workgroup for recommendations on the community needs/expectations. He stated that eventually they hope that the bike share program would be a fully accessible system. Rabatin and Hannig talked about the first workgroup meeting and the expertise of those that attended. They stated they set the agenda for the second meeting based on feedback from the first.

Hannig stated that DPW is looking at putting together a community survey that would get feedback from the broader community on adaptive/alternative bikes. Hannig stated that there is a lot of interest in dockless bikeshare models. He stated that model would be more conducive to including adaptive/alternative bikes. Commissioner Ordonez asked what vendors were invited to the workgroup and what their participation is going to look like in the future. Hannig stated that a representative from Zagster attended the first meeting. He also stated that while Bublr is not considered a vendor as a nonprofit organization that does not manufacture the bicycles, they also had a representative at the first meeting. Commissioner Ordonez stated that while Bublr may be a nonprofit org, they are getting city dollars, and therefore the city is their agent, giving Bublr an advantage when the city chooses a vendor/operator for accessible/adaptive bikes. Hannig stated that the agreement between the city and Bublr is not exclusive, so other vendors/operators could procure a contract with the city as well.

Commissioner Ashley stated that in the March meeting DPW stated that the city would be going through a procurement process to get the most responsible bid for the accessible/adaptive bikes. She stated that an organization cannot be eliminated from the process for not being able to meet all requirements on their own. Commissioner Ashley stated that Bublr could potentially partner with another vendor to get accessible/adaptive bikes, so they should not be excluded from the process just because they do not currently have access to accessible/adaptive bikes. She also stated that the ERC would not be involved in the RFP process. Rabatin stated that she has been working with departments to make sure ADA wording is added to all future contracts.

Commissioner Snell asked if it was realistic to say that bikes would be on the ground by late summer/early fall. Hannig and Rabatin stated that they are hoping to have the bicycles by the end of August and have them ready for use by early fall. Hannig stated in his person opinion, the biggest hold up will be the logistics of the program, but that he is confident something will be implemented by the end of summer. Commissioner Ashley suggested that the RFP be discussed in the next workgroup meeting.

Commissioner Ordonez asked what would happen if DPW did not meet the deadline of late summer/early fall. Rabatin stated that there would be a very angry community. Commissioner Ordonez stated that it is the ERC's role to make sure that these deadlines are met and that there is transparency with the community. Hannig stated that DPW is taking the deadlines very seriously and is working hard to meet them. Commissioner Guequierre stated that he commends the workgroup process and appreciates that assumptions are not being made.

Deb Falk-Palec, Chair of the County Commission for People with Disabilities, stated that this issue was initially brought up in 2015. She thanked the Commission for listening to the issue and thanked Rabatin and Hannig for their work with the workgroup. Falk-Palec stated that she supports Zagster being a part of the workgroup due to their expertise. She shared some concerns about Portland's bike share program that keeps the bikes in shops instead of on the street. She also stated that she wished the workgroup had learned about the PACE program that Wauwatosa is currently using.

Commissioner Bennett asked if there was time for a qualitative study to be done to find out the true needs of the city. Hannig stated that the case studies presented at the workgroup meeting were not meant to be the only options for Milwaukee, but were intended to start a conversation on alternatives. Commissioner Guequierre stated that the system DPW is currently using should be enough community involvement and a qualitative study would not be necessarily be essential. Commissioner Bennett stated that a documented formal process from the workgroup and DPW would provide more clarity to the community as decisions are being made. She stated that the assessment and criteria for the workgroup should be clearly defined and all vendor/operator options should be considered through a weighted system. Hannig and Rabatin stated that they will be working with the workgroup to put together the RFP and will also be sending out a community survey.

Hannig stated that DPW is working on a draft dockless bike ordinance as dockless is where the future of bike share programs is heading. Commissioner Snell brought up a concern about bike litter. Commissioner Ordonez requested a draft copy of the ordinance.

8. Celebration of Commissioner Jeff Roman

Commissioner Ordonez presented Commissioner Roman with a Proclamation from the Mayor designating September 19th 2018 Jeffery K Roman Day. Commissioner Ordonez thanked Commissioner Roman for his service on the commission and dedication to working for equality. Commissioner Roman thanked everyone and welcomed the new Commissioners. Commissioner Ordonez asked Commissioner Roman to attend the June 20th meeting to pass along leadership.

9. Community Dialogue & Upcoming Events

Commissioner Snell stated that PrideFest was being held June 7-10th. Commissioner Snell asked that the ERC put together a resolution to make June Pride Month. Commissioner Ordonez stated that the body would need to vote on a resolution and that the draft resolution could be voted through a special phone meeting before Pride.

10. Next Meeting Date: June 20th, 2018 at 2:30pm

11. Adjourn

Meeting adjourned at 5:23 p.m.

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MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

June 20th 2018, at 2:30pm

Room 301-B, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Jeffery Roman, Chair
Commissioner Chez Ordonez, Vice-Chair
Commissioner Tony Snell
Commissioner Mayhoua Moua
Commissioner Sheila Ashley

Commissioner Jennifer Bennett
Commissioner Reggie Jackson
Commissioner Martha Collins
Commissioner Nathan Guequierre

Sharon Robinson, Director, Dept. of Administration
Jessica Langill, Dept. of Administration
Diane Lopez, Dept. of Administration
Victoria Lockhart, Intern, Dept. of Administration
Brian Peterson, IndependenceFirst

The meeting was called to order at 2:36pm

1. Approval of Minutes from May 16th Meeting

Commissioner Ordonez called the meeting to order. Commissioner Snell moved to approve the minutes, Commissioner Mayhoua seconded. No objections.

2. Department of Administration's Role with ERC and Strategic Planning Update (DOA Director, Sharon Robinson)

Director Sharon Robinson stated that she wanted to present to the ERC to give the new members information on the role of the Department of Administration. She stated that DOA is available to offer staffing, strategic advice, and resources. Director Robinson stated that the mission of the ERC ties to the broader city goals brought about the Mayor's strategic planning, such as inclusion and equal rights efforts. She stated DOA is responsible for supporting all mission delivery and service goals, planning and policy management, and helping to advance the city's goals. She stated she also works closely with the Mayor.

Director Robinson shared the vision statement of Milwaukee: a place where opportunity is abundant and accessible to all. She stated that they are aware that city government can't operate alone and must rely on community partners. She stated that all city departments must abide by 6 guiding goals that are used to create yearly measurable strategic objectives. The 5th goal, "promoting racial, social, and economic equity," aligns closely with the work of the ERC.

Since 2005 DOA has run the Milwaukee Fatherhood Initiative which has helped over 10,000 fathers restore driver's license privileges, pay down child support, etc. DOA also started the Black Male Achievement Advisory Council and has been a big proponent of the National League of Cities. In 2014 Mayor Barrett signed on to President Obama's My Brother's Keeper Action Plan – which presents some synergies in which the ERC could work together. DOA also works with the Office of African American Affairs and the Citywide Savings Account Initiative.

Director Robinson stated that the ERC was originally staffed by the Department of Employee Relations, but was moved to DOA in 2015 to ramp up inclusion and equal rights efforts. The Equal Rights Specialist position was added in the 2015 budget. DOA also added the Community Engagement and Achievement Collaboration Manager position, which has a special focus to the Fatherhood Initiative, Black Male Achievement, and My Brother's Keeper. Director Robinson stated the Equal Rights Specialist position was brought about to staff the ERC and also work with the Community Development and Grants Department. The Equal Rights Specialist should focus on 3 major areas: enforcing housing and employment discrimination laws, working with neighborhoods to improve community relations and address equal rights, and creating more internal accountability within city government.

Director Robinson stated DOA and the City Attorney's Office is open and willing to offer advice and knows that it cannot make decisions for the ERC. She asked that the ERC work in partnership with DOA and notify DOA when lobbying for changes and funding. She reminded the ERC that they should do their best to work within their jurisdiction and remember that the Commissioners are appointed by the Mayor, who has the final authority over the ERC. She stated that together, DOA and the ERC can really work together to create a better Milwaukee.

Commissioner Ashley asked if the ERC is putting the cart before the horse with creating a commissioner handbook before having a strategic planning session. Director Robinson stated that a strategic planning session would be extremely helpful and she recommends it be done before creating any documents and other actions. Commissioner Ashley stated that she had great concerns about the commissioner handbook because it was created prior to strategic planning and did not take into consideration the feedback of all commissioners. She stated that if the ERC did not know what the collective mission and vision is, that they could not create documents and guidelines for the full Commission. She stated she wants to have a collective understanding of who the ERC is, frame the discussion, and allow input from all Commissioners.

Commissioner Ashley also brought up new leadership within the ERC, and stated that she would like to see the new commissioners consider taking on a leadership role, but that since the ERC does not have a collective identity, it would be hard for a new member to become a leader.

Commissioner Ordonez stated that the commissioner handbook is a moving document and would not be voted on today. It came from several full commission discussions and was drafted through the subcommittee. Commissioner Ashley stated she had not been invited to the subcommittee meetings and had not be included in any of the planning meetings for the handbook, even though she had been appointed to the subcommittee. Commissioner Ordonez stated that she had been invited, but had been unable to attend. Commissioner Ordonez stated the importance of having protocol in place as the Commission continues on. He stated all Commissioners need to be held to the same standard and understand their role on the Commission, which is reflected in the current draft of the handbook. He stated that the handbook has been modeled after other commissions that are similar to the ERC. Commissioner Ashley stated that the politics and realities of Milwaukee make it near impossible to mirror documents from other “like” cities.

Commissioner Ashley stated that she has been stopped on numerous occasions and asked how it was that the ERC came to represent only the needs of transgender individuals. She stated that when she came on the commission, the first thing that her and Commissioner Snell did was get movement on updating the ordinance so that the transgender community could have some sort of protection since it was not legally defined as a protected class in any jurisdiction. She stated that just because that was a focus at the time, it did not overshadow the needs of other protected classes. She stated how important it was for the ERC to address this reputation. Commissioner Ashley stated she did not feel comfortable going forward with any documents until the strategic planning session has been completed.

Commissioner Snell stated that the ERC needs to make sure they are not excluding any group of people and that while the ERC has a certain jurisdiction, everyone in the city of Milwaukee should feel that they are being heard and considered. He stated that silence about certain communities and issues shows these communities that they are not being considered by the city. Commissioner Snell asked if there are any racial equity tools or measurables that the departments have to use to prove that they are meeting the guidelines. She stated that there are a lot of guidelines that each department must follow in order to show that they are meeting all 6 racial equity guidelines. She also stated that DOA would be happy to work with the ERC to create more guidelines to be used and that the ERC is mandated to hold the city accountable.

Director Robinson stated that DOA and CDBG wanted to fund the ERC’s strategic planning session because they think it is extremely important. She stated that DOA and the ERC are on the same page and she is looking forward to fleshing out how the ERC can be more impactful. Commissioner Snell stated it was extremely important to move forward on the strategic planning session and that a complaint process needs to be worked out as soon as possible so people know that they can come to the ERC with their complaints. Director Robinson stated it would be important to have a professional lead the commission through the strategic planning session. She asked the commission to send Jessica Langill recommendations for a facilitator. Commissioner Ashley suggested that we look into a grant from the Milwaukee Foundation.

Commissioner Collins asked how often the city updates their strategic plan. Director Robinson stated that it is reviewed every year around budget time and that there is accountability and management program in which the Mayor tracks all managers and makes sure goals and objectives are being met. Commissioner Collins asked if there was any way to get community input on the strategic plan. Director Robinson stated that a few key community members were included in the Mayor's strategic plan for the city. Commissioner Guequierre asked if the new Commissioners could get information on previous community listening sessions to be included for discussion in the strategic planning session.

Commissioner Guequierre asked what the next steps were with the strategic planning session. Jessica Langill asked that Commissioners send their facilitator recommendations by June 25th. She would then reach out to the recommended facilitators for a cost analysis. Director Robinson stated that DOA had put together a scope of services. She said that she could also look internally for a facilitator. Commissioner Ordonez suggested that DOA take the reins on finding and choosing a facilitator. Commissioner Jackson agreed that DOA should select the vendor and then the ERC should all attend the session and get the process going as soon as possible. Commissioner Roman asked that the process include a 3-phase process that would include work as a Commission, community involvement, and tying it all together. He stated that a single session would most likely not be sufficient to include it all.

Commissioner Ordonez suggested that DOA should consider the diversity of the commission when choosing the facilitator. Commissioner Ashley stated that DOA should request a resume and list of other groups that the facilitator has worked with. Commissioner Ordonez asked that DOA not only consider affordability when finding a facilitator, but that they make sure the selected facilitator is of quality as well. Commissioner Guequierre stated he had some reservations about using a city staff person as a facilitator.

3. Discussion and Statement on Immigration

Commissioner Ordonez thanked Director Robinson and the City Attorney's Office for advising the ERC on their jurisdiction regarding immigration. He also stated that the ERC would be remised if it did not speak on the important issues that may not be within the ERC's jurisdiction. Commissioner Ordonez stated that immigration is a federal issue, but also a human issue, and therefore should be addressed by the ERC. He stated that the ERC should not feel as though it must shy away from issues.

Commissioner Ordonez stated that the city council had just put out a joint statement regarding immigration: "Separating Families at the Border is Inhumane and Unnecessary." He also stated that Commissioner Bennett and himself had put together a draft statement regarding the separation of families. He shared the draft statement with the Commissioners and asked for feedback. Commissioner Snell stated that the ERC is around to respond to the fears of all people in the city and that it is extremely important to make a firm statement. Commissioner Bennett moved to discuss the statement, Commissioner Snell seconded.

Commissioner Roman asked what the city attorneys' office advised regarding putting out a statement about immigration. Jessica Langill stated that the city attorney's office wanted to remind the ERC that immigration is not in the ERC's jurisdiction to act on and that Chapter 109 does not cover immigration issues. Commissioner Roman asked if anything had come out of the Mayor's Office and Jessica Langill stated a statement had not been made yet. Commissioner Ashley suggested that the ERC put out their statement and then ask the Mayor to share the statement with his media people.

Commissioner Snell stated that President Trump had just put out an Executive Order that would cease the practice of separating families at the border, so he was not sure if the Mayor's office would feel the need to issue a statement. Commissioner Bennett stated she wanted to put out a statement through the ERC because she wanted the community to know that the ERC recognizes that this is a serious issue and that they agree it is inhumane and unacceptable. Commissioner Ordonez stated that the ERC would put out their statement and then ask the Mayor's office to share it or put out a statement from the Mayor's Office. Commissioner Ashley presented some edits to the statement and moved to amend it. Commissioner Snell seconded the amended statement with no objections. Commissioner Roman moved to adopt the statement with no objections. Director Robinson stated she would get the statement out to the Mayor's Office and ask if they can also send it out as a press release.

Director Robinson stated she would like to see more statements coming from the ERC. Commissioner Snell stated that the strategic planning session would help solidify a process for issuing statements. Jessica Langill stated that in the past, any Commissioner was invited to write a statement, and that it would be sent to the chair and vice-chair for approval and issued without a full commission vote.

4. Nomination and Election of Chair and Vice-Chair

Commissioner Ordonez stated that the floor was open to discussion, recommendations, and/or nominations. He stated that if someone nominates a Commissioner, the Commissioner would need to accept the nomination before being considered. Once nominations are voiced, a roll-call vote would be taken.

Commissioner Ashley asked if there was a way that the ERC put off elections until the new Commissioners were more familiar with everything. Commissioner Roman stated that he requested a vote be taken for new leadership because his term ended in February and he would like to be able to leave. He also stated that the ordinance states that an election for chair and vice-chair are supposed to happen at the beginning of each new year. He stated that now that the ERC has a full commission it is time for new leadership. He stated that he is willing to stay until a reappointment is made for his seat, but that he would very much like new leadership to be appointed as soon as possible.

Commissioner Ashley stated that there is no real hurry for a new chair and vice-chair to be appointed. She stated that she wished someone from the new commissioners would allow

themselves to be considered for a leadership role. She stated that she is not making a pitch for herself, but that she is very hopeful that new commissioners will take on a leadership role. Commissioner Roman stated that he would not leave until an appointment is made, but that he thinks an election needs to take place to allow for the ERC to move forward. Commissioner Ordonez stated that he would like to open up the floor to see if there is anyone interested in taking on a leadership role. Commissioner Ashley motioned to wait until after the strategic planning process to hold a vote on chair and vice-chair. Commissioner Ordonez wanted to know if we were in violation of the ordinance by not appointing a new chair and vice-chair. Commissioner Ashley asked if the ERC could wait until Ben Roovers was able to provide guidance. Commissioner Ordonez stated that while he did not think there was a burning need to hold elections, that to respect the current chair that is looking for new leadership to step up it was important to keep moving forward. Commissioner Ashley stated that the ERC cannot be situational on how the rules are applied.

Commissioner Roman stated he would be interested in hearing from Ben Roovers about the limitations. He made a motion to table this agenda item until the July meeting to hear from Mr. Roovers. He stated after the July meeting, the ERC could decide when they wanted to hold the elections once they have heard from Mr. Roovers. Commissioner Ashley seconded. No objections.

5. Commissioner Handbook

Commissioner Snell moved to table this agenda item until after Strategic Planning session. Seconded by Commissioner Collins and Ashley. No objections.

6. Listening Sessions

Commissioner Snell suggested that the ERC go out to the immigrant community and do a listening session. He stated it was important to bring the voices to the city and that it was a timely listening session. Commissioner Ordonez agreed and suggested that staff start reaching out to community partners to find a location. He proposed that we do the listening session as we have done in the past, taking the place of the monthly meeting and allowing a small amount of time at the beginning for official commission business. The list of potential community partners included UMOS, Voces, SOC, Centro Hispano, LULAC, the Hispanic Chamber of Commerce, and the United Community Center. Commissioner Snell requested that Patricia Ruiz-Cantu reach out to all of the organizations. Commissioner Ordonez suggested that we do the session in July if possible.

Commissioner Ashley stated that she would like Jessica Langill to get the strategic planning session tasks completed before she focused on planning the listening session. She also made a motion for Jessica Langill to look into completing a grant through the Milwaukee Foundation to pay for the listening session so that the city would not have to go through a procurement process. Commissioner Bennett seconded. No objections. Director Robinson stated that Patricia Ruiz-Cantu would be willing to work with Jessica Langill on setting up the listening session.

7. Community Dialogue & Upcoming Events

Commissioner Bennett stated that on June 30th, there was a Families Belong Together protest at 517 E. Wisconsin Ave (Senator Ron Johnson's Milwaukee office). Commissioner Roman stated that the Milwaukee Urban Autism Summit was being held on Saturday, June 23rd at Penfield Elementary School. Commissioner Guequierre recommended the commission take part in the city-wide book read, "The Color of Law." He stated the book is about how segregation has been institutionalized. He stated the UEDA website had a list of discussion groups. Commissioner Jackson stated that it was extremely important for people to understand how segregation came about and how the city got to where we are.

8. Next Meeting Date: July 18th, 2018 (possible listening session)

11. Adjourn

Meeting adjourned at 4:54 p.m.

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**MINUTES
BOARD OF EQUAL RIGHTS COMMISSIONERS
LISTENING SESSION
July 18, 2018 at 5:30pm
Journey House, 2110 W. Scott Street, Milwaukee WI 53204**

Present:

Commissioner Chez Ordonez, Vice-Chair
Commissioner Tony Snell
Commissioner Mayhoua Moua
Commissioner Sheila Ashley
Commissioner Martha Collins
Commissioner Jennifer Bennett
Commissioner Reggie Jackson
Commissioner Nathan Guequierre

Sharon Robinson, Dept. of Administration
Jessica Langill, Dept. of Administration
Patricia Ruiz-Cantu, Dept. Of Administration
Rebecca Rabatin, ADA Coordinator, Dept. of Administration
Ben Roovers, City Attorney's Office
James Hannig, Dept. of Public Works
Michael Amsden, Dept. of Public Works
Mayra Alaniz, Milwaukee Mayor's Office
Deb Falk-Palec, Chair of MKE County Commission for Persons with Disabilities

The meeting was called to order at 5:38 p.m. by Commissioner Ordonez

1. Approval of Minutes from June 20, 2018 Meeting

Commissioner Ashley moved to approve the minutes, Commissioner Jackson seconded.
No objections.

2. Accessible Bike Update (James Hannig)

James Hannig, DPW Pedestrian and Bicycle Coordinator, gave background on the adaptive bike workgroup. He stated that DPW put the workgroup together as a

commitment to the ERC in response to their concern with the lack of accessible bikes for persons with disabilities. The workgroup has been meeting every 3 weeks as of April 24th. Hannig shared that the city is moving forward with a dockless bike share study which is not necessarily related to the adaptive bike issue. He stated that there were over 1000 responses to the accessible bike survey. The survey was meant to provide the workgroup with feedback on the obstacles people face in relation to bike share. Hannig stated there are 3 models of pilot programs that are being considered; staffed, station-based/dockless, or a mixture. Hannig stated that the workgroup is on course to procuring bicycles and looking for an operator by the end of August. Hannig stated that the meetings have been very productive but that there is still a lot of work to be done on choosing the model of the pilot program and who the operator will be.

Commissioner Snell asked if there are results from the community survey. Jessica Langill stated that the Commissioners have been emailed the results of the survey. Commissioner Snell asked if Hannig thought the results from the community survey would push the workgroup in any certain direction. Hannig stated that the study focused more on barriers to access and that it showed there are concerns about safety. He stated generally people favored station-based or staffed models. Commissioner Ashley asked if the meetings have been attended by the constituents who made the initial complaint and if they were satisfied by what the workgroup has done so far. Hannig stated that they all have been invited and have been represented at several meetings. He stated that DPW has been fostering an environment where they can give feedback.

Commissioner Ordonez asked if DPW is still on track to meet the date goals listed in the original commitment letter. Hannig stated that DPW could procure accessible/adaptive bikes now but that they are waiting to make sure that is what the workgroup would want. He also stated that DPW does not have operating funding, so it may be difficult to have a full pilot program running by the end of 2018. Commissioner Ordonez asked what the holdup was for operating funds. Hannig stated that there are not operating funds available from DPW but that they are looking into other funding options. Commissioner Ordonez asked why the 2 million dollar federal grant cannot be used for operating costs. Hannig stated that no funds from the grant can be used for operating funds, only for procuring equipment. Commissioner Ordonez asked if there is a rough estimate of how much operating costs would be. Hannig stated that they did not know that cost yet, but that they could request quotes from vendors/operators.

Deb Falk-Palec, stated that James Hannig and Rebecca Rabatin have been responsive and helpful. She brought up the concern from the ERC regarding vendors being a part of the workgroup, and mentioned that all vendors may not have been invited to past meetings. She brought up the Public Works Committee meeting and stated the disability community was silenced and not allowed to give any public testimony regarding dockless bike share. She stated the ordinance was approved without public

comment and that it excludes all people who need to use a hand-cycle. She stated the workgroup would like to receive information and updates before the meetings. Falk-Palec stated one of their main concerns is that the city is using people with disabilities to incentivize operators bringing in accessible/adaptive bikes. She stated the ordinance states that if an operator has 10% accessible/adaptive bikes, they can increase their fleet over vendors who cannot provide accessible/adaptive bikes. She stated all vendors should have to provide accessible/adaptive bikes. Falk-Palec also brought up the concern that there may be no vendors that can provide 10% accessible/adaptive bikes. She also brought up a concern with a bike-shop or staffed bike share model, stating that it would be more of a “separate but equal” program since accessible/adaptive bikes could not be available at all times.

Commissioner Ordonez stated the ERC has not been supportive of a bike-shop model because it does not provide equal access to all. He asked Falk-Palec what their ask would be regarding the pilot program. He asked her to provide the ERC with a written statement on what they would see fit. Commissioner Ashley asked DPW to speak to why public comment was not taken at today’s meeting. Mike Amsden, Multi-Modal Transportation Manager for DPW, stated that Chairman Bauman made the decision to not allow public comment. Amsden stated the ordinance passed today prohibits anyone from bringing dockless bikes into the city. A resolution was also passed directing DPW to develop a pilot study on dockless bikes. The study has not been decided upon as of yet. He also stated that the dockless bike share pilot study is a separate issue from the adaptive/accessible bike pilot program. He stated that to his knowledge there are no existing bikeshare programs anywhere in the country that also offer adaptive/accessible bikes within the program, which is why DPW decided to incentivize having adaptive/accessible bikes.

3. Strategic Planning Update (Sharon Robinson)

Commissioner Mayhoua motioned to table discussion for next meeting. Seconded by Commissioner Jackson. No objections. Tabled for September meeting.

4. Nomination and Election of Chair and Co-Chair (tabled at June meeting)

Commissioner Snell moved to table discussion to September meeting. Commissioner Ashley seconded. No objections. Tabled for September meeting.

5. Hours Against Hate and IAOHRA Discussion (Commissioner Tony Snell)

Commissioner Snell asked to move this agenda item to the end of the meeting, time permitting.

(end of meeting) Commissioner Snell talked about Milwaukee Brewer's player Josh Hader who recently had tweets resurface that degraded women, black people, and the LGBT community. Commissioner Snell read his statement regarding this situation.

Commissioner Snell moved to adopt this statement as an official statement from the ERC. Commissioner Ashley seconded. No objection. Statement approved as an official statement from the ERC.

6. Listening Session

a) ERC Description (Commissioner Ordonez) and Commissioner Introductions

All present Commissioners introduced themselves. Commissioner Ordonez gave a quick description of the Equal Rights Commission (ERC). He stated the ERC recently revamped the ordinance to make it stronger and increase inclusions, but also for communities to have a place to voice their concerns and have open dialogue. He stated the ERC can also influence public policy and to advocate for all communities. He also introduced Jessica Langill, Ben Roovers, and Sharon Robinson.

b) Community Listening Session (Ian Bautista, Clarke Square Neighborhood Initiative)

Ian Bautista stated he would moderate the night's discussion and invite attendees to speak on their migration stories to Milwaukee.

A representative from Voces de la Frontera read a statement from the organization. The statement said: Voces is the largest membership-based Latinx organization in Wisconsin. Immigrant community members make the community better and Milwaukee would have been much smaller if people had not immigrated to Milwaukee. Voces recommends that the (1) City of Milwaukee Police Department should update their Standard Operating Procedure (SOP) to state that Police Officers should never ask for status or cooperate with ICE to detain and deport. (2) Milwaukee should set aside public funding to provide access to an attorney for those targeted by ICE. (3) Milwaukee leaders should urge County Sheriff Schmidt to stop cooperating with ICE and separating Milwaukee families. She also stated that she has been working with immigrant families for the past 25 years. Some of the things she sees is the trauma being caused to the children and families when community members are deported. She also asked the Commission to get to know immigrant families and to not listen to the negative stigma from the media.

Patricia Ruiz-Cantu, Community Outreach Manager-Dept. of Administration, stated that her family migrated to Milwaukee in the 90s. She stated that it is difficult to migrate to a new place and learn about new cultures. She said that immigrants experience great culture-shock and dynamics are very different. Ruiz-Cantu stated that we are all immigrants. She mentioned that everyone that has an accent or a different skin-tone is not illegal. She encouraged the Commission and attendees to meet people and get to know families to break the stigma and fear.

Ian Bautista shared that even though he was born in the United States that he has faced discrimination and assumptions. He stated he has lived in Milwaukee since 2006 and that Clarke Square has always been welcoming to immigrants.

Commissioner Snell stated his mother and husband are immigrants. He stated that since he spoke Spanish as a young person that he too faced discrimination and assumptions. He talked about the emotional trauma that children in Milwaukee face as they worry about their parents being deported. He stated that the ERC is here to make sure that quality of life is a right given to everyone.

Director Sharon Robinson asked for a wish list from attendees. She stated that the Dept. of Administration makes large budget decisions and that it would be helpful to know what types of budget priorities the city should have to make immigrant lives better. Ian Bautista reminded attendees that they did not need to give their name when they testify if they did not feel comfortable doing so.

An attendee asked what happened to all of the city money that used to go toward after school programs. Director Sharon Robinson stated there are still quite a few dollars that go toward after school programs. She brought up Beyond the Bell, which is a city-wide mission that connects more kids to after school programming. She also mentioned that if anyone in attendance was interested in after school programs that they give her their contact information. Director Robinson stated that a recent survey showed that many families with children did not know about the wealth of after school programs available in Milwaukee. She stated that this year the city launched Milwaukee Mentors with MPS and the Milwaukee Bucks which makes sure every student has access to a mentor if they want one. Ian Bautista reiterated that a priority for the community is after school programming for their young people.

An attendee also stated that the city needs to be invested in making sure that all city parks are of quality in all neighborhoods. Rebecca Rabatin, City of Milwaukee, stated that DPW has a program called MKE Plays which is working on evaluating parks around the city. She stated that there is funding available to improve parks around the city and will be working with community

organizations on improving the parks most in need. She suggested that concerned residents should contact their Alderman to state what parks should be considered for MKE Plays. Ian Bautista suggested that people contact their County Supervisor as well regarding county parks. Commissioner Ordonez stated the ERC can connect with the County Human Rights Commission to address needs like parks, potholes, and city services. He stated that the immigrant community needs to report issues and also complain if proper translation services are not available. He stated the ERC wants to understand the barriers immigration families are facing.

Mayra Alaniz, City of Milwaukee, stated she is the daughter of two immigrants and that she was born in Milwaukee, but grew up in Mexico and then was brought back to the US at the age of 6. She stated that her parents had a positive experience migrating to Milwaukee and that it embodied "the American dream." She stated that when she moved back to Milwaukee the schools did not offer language classes that would have helped her more easily retain her Native tongue. She stated that as a city employee she has found out that there are very few translators in all city departments. She stated she questions why the city does not have an employee that speaks each of the main languages and thinks city departments should have access to translators. Alaniz stated that she feels the city has a very diverse workforce and that she feels she can be open about who she is. She acknowledged all of the great programs and investments the city has but stated that the city needs to translate all communications and do more with door-to-door outreach to non-English speaking communities.

Commissioner Moua shared she came to US as a refugee at 7 years old and had to be the interpreter for her parents. She stated she has been living in Milwaukee for 28 years and that while Milwaukee is welcoming to immigrants and refugees, it is not doing as much for their non-English speaking residents as other big cities. She stated city resources are not always shared with non-English speaking residents and that immigrant communities are not always benefiting from all city programs. Commissioner Ordonez stated that it is so important that the city makes external partnerships with quality interpreters.

An attendee stated that it is not so much about the policies that are made, but more about the implementation and follow up of the policies. He stated that the city needs to make sure that the frontline people that work within the communities understand the policies and procedures. He also stated that the city leaders need to speak up when negative things happen outside of the city and that leaders need to be speaking for the full community. He stated that in the past year and a half, people have been looking at him differently and social media has made life worse for immigrant communities. He stated that working conditions are poor for many immigrants in Milwaukee, and they only keep their jobs because they need money to support their families. He brought up

Milwaukee's many ethnic festivals and stated that was a great thing for communities, but that there needs to be more partnership between communities.

Commissioner Jackson stated he has studied the history of immigrants in the US. He said the current struggles and policies that perpetuate anti-immigrant sentiments is not new and that the US has seen this type of discrimination before. He stated that when there are struggles that residents continue to fight to change bad policy and replace them with good policies. He stated that American has a "diversion to diversity" and has made potential policies that discriminate against immigrants and diverse communities. Commissioner Jackson talked about various laws and policies throughout history that have been discriminatory to all types of immigrant and refugee groups. He stated that if you are not part of the structure to change things by speaking your mind, then other people will make the decisions for us. He stated it is important for Milwaukeeans to stand up for immigrant and refugee communities and that diverse communities need to stick together.

Rebecca Rabatin, ADA Coordinator for the City of Milwaukee, stated that she has trained City of Milwaukee employees on the American Disabilities Act. She stated that she trains employees on what a "qualified" interpreter looks like including needing to be proficient in legal, medical, and technical terminology. Rabatin stated that it is also very important that the city gets qualified interpreters for each department. She shared that she is second-generation American and that she was used to hearing accents growing up and that she was lucky enough to grow up with people from many different backgrounds. Rabatin stated she is highly offended with the current culture in the US. She stated that some of her nieces that visit the US from other countries are fearful for their safety.

A community member asked how often there are community meetings and listening sessions. She also stated that many immigrant communities lack financial knowledge and expertise. She suggested the city offer financial classes to immigrant communities. She also stated that it can be hard for families to get translation services in the hospitals. Commissioner Ordonez stated the ERC meets the third Wednesday of each month. He stated these meetings are open to anyone and that public comment is allowed at each meeting. Commissioner Ordonez stated the ERC tries to do a listening session once a quarter.

Ian Bautista thanked everyone for sharing their stories and suggestions. He urged the ERC to make a recommendation to the city to become a sanctuary city. He also stated that there are several city programs and resources that are not available to all residents because they do not have a valid social security number. He asked the ERC to recommend that the city of Milwaukee make all housing

incentive programs available to everyone, regardless of their immigration status or social security number.

c) Follow-up Questions/Remarks from Commission

Commissioner Ordonez stated that all recommendations have been heard and the ERC will work to act on them. He stated the ERC openly condemns the actions of ICE and that it will work to be an influencer to the Milwaukee Common Council. He stated this listening session has helped the ERC understand what the community needs are. He thanked everyone for attending the listening session. He reminded everyone that they have a voice and an impact.

7. Next Meeting Date: August 15th, 2018 @ 2:30pm, City Hall

8. Adjourn

Meeting adjourned at 7:45 p.m.

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MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

September 19, 2018 at 2:30pm

Room 301-A, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Chez Ordonez, Acting Chair

Commissioner Mayhoua Moua

Commissioner Tony Snell

Commissioner Sheila Ashley

Commissioner Martha Collins

Commissioner Jennifer Bennett

Commissioner Reggie Jackson

Commissioner Nathan Guequierre

Jessica Langill, Dept. of Administration

Patricia Ruiz-Cantu, Dept. of Administration

Rebecca Rabatin, ADA Coordinator, Dept. of Administration

Mike Amsden, Department of Public Works

James Hannig, Department of Public Works

Mike Krause, Department of Public Works

Frank Martinelli, Race to Lead

Abril Curiel, Fair Housing Council

Ashley Altadonna, FORGE

Shelley Gregory

Livia Ortiz, Genderqueer Milwaukee

Pam (CEDAW)

The meeting was called to order at 2:30 p.m. by Commissioner Ordonez

1. Approval of Minutes from July 18th Listening Session

Commissioner Snell moved to approve the minutes, Commissioner Ashley seconded. No objections. Minutes approved unanimously.

2. Race to Lead (Frank Martinelli)

Frank Martinelli stated he is attending the meeting to talk about an important study that was completed about a year ago by an organization called the Building Movement Project. The study is titled “Race to Lead: Confronting the Nonprofit Leadership Gap.” He stated that historically the blame for the lack of people of color in upper leadership positions in nonprofit organizations has been placed on leaders of color (they don’t want the positions, they don’t have the experience, they don’t have the training, etc.). The new study changes the narrative and focuses more on systemic barriers. Martinelli stated that Boards lack diversity and face implicit bias.

Martinelli stated that Milwaukee will be hosting a summit on October 24th with the Building Movement Project which will start the conversation about the lack of diversity on Milwaukee nonprofit boards. Martinelli stated that Milwaukee needs to focus on getting to the systemic root of the problem including systemic racism, sexism, low-wage economy, mass incarceration of men of color, etc. He also stated that he hopes the summit will spark conversation and action. Martinelli stated that Race to Lead would like to encourage nonprofit organizations to get involved with advocacy and public policy work. He said that there are currently 100 people registered for the morning.

Martinelli asked the ERC for support in spreading the word about the summit, but also that the ERC consider financially supporting the summit. Commissioner Snell stated that excuses for nonprofits not getting involved in public policy and advocacy include lack of employees and resources, possible jeopardizing of 501c3 status, etc. He asked how to navigate that. Martinelli stated that people on boards have received misinformation regarding what the law allows exempt organizations to do. He stated advocating, lobbying, and voter registration are all legal for 501c3 organizations to partake in. He also stated that nonprofits are afraid to “drift from their mission.” He stated nonprofit organizations are also afraid of backlash from funders.

Commissioner Ordonez asked how the city should address the stigma that there is not a good enough talent-pool in Milwaukee. Martinelli stated that is one of the messages of Race to Lead. He stated that to move things forward, boards of directors need to be educated on this problematic mindset. Commissioner Ordonez also asked how to get the companies that write the checks to help move this change forward. Martinelli stated that discussions with boards need to be had about raising wages, to get out of the low-wage economy.

Commissioner Ashley asked what the specific sponsorship ask was. She stated that the city’s Block Grant program is supposed to sponsor nonprofit development within the city. Martinelli stated the ask ranges from \$500-\$3000. Commissioner Collins asked if sponsorship could be earmarked for young professionals of color to attend the conference. Martinelli stated that unfortunately in order to make the morning free, the sponsorship is needed to be more general. Commissioner Collins asked if outreach had been done to the philanthropic foundations. Martinelli stated they are in contact with the Greater Milwaukee Foundation and the Wisconsin Philanthropy Network.

Commissioner Guequierre stated that he supported the ask and highly recommends that the ERC sponsor Race to Lead in some fashion. Commissioner Jackson asked if there was specific data about Milwaukee. Martinelli stated that they would be talking with the Building Project Movement soon to find out that answer. Commissioner Ordonez stated the ERC could easily help with advertising the event and that Martinelli should connect with Jessica Langill with a specific ask. Commissioner Snell moved to endorse the project, Commissioner Collins seconded. Commissioner Ashley stated that she further moves that Jessica Langill check to see if there is any money available through Block Grant to sponsor the event. No objections.

3. Gender Neutral Bathroom Discussion (Mike Krause, DPW Architectural Manager)

Mike Krause, DPW Architectural Project Manager, noted that he had sent a list of all single stall restrooms in city buildings to Jessica Langill. He stated that there are currently 42 single stall bathrooms in city buildings. He stated that currently there will be one gender neutral bathroom installed in the basement of city hall with the new construction.

Commissioner Ordonez asked for clarification on the Milwaukee Code of Ordinances as it applies to bathrooms. Krause stated that national building code is followed and that all states in the US must follow the code. The code states that there must be a certain amount of men and women designated bathrooms based on building occupancy. Commissioner Ordonez asked how other cities are getting around the code and bringing gender neutral bathrooms to their public spaces. Krause stated they may be creating their own city codes.

Krause also stated that it may be difficult to find space to create new gender neutral single stall restrooms in existing city buildings. He also stated that cost would be a huge factor in the ability to install new restrooms. Commissioner Ordonez asked what DPW would need in order to look further into the issue. Krause stated they would need to be directed to do a bathroom study by the ERC or Mayor's Office. Krause also stated he would look further into city plumbing code and signage rules.

Commissioner Ashley asked for further description on what a single use bathroom would look like. She stated that even though she has been married to a man for 36 years, she would not want to use a public bathroom after a man used it. She asked if there was special retrofitting involved. Krause clarified that single use bathrooms are a small toilet room with a single toilet and sink that can be locked from the inside. Commissioner Ashley asked if Krause had an estimate of cost for creating a single use bathroom in a city building. She stated fiscal impact would need to be considered when lobbying for changes to state or local code. Krause stated it would be a good idea to look further into this but that he did not have an estimate off the top of his head. Commissioner Ashley suggested that he reach out to LRB to do a study regarding what other cities are doing and what the fiscal impact looks like. He also mentioned that there may be some pushback from those who work at City Hall regarding where the bathrooms would be installed because they would have to take up office space.

Commissioner Snell asked if spaces like the new Bucks Arena have to follow the same code. He mentioned that they have gender neutral bathrooms. Krause stated the gender neutral bathrooms were in addition to the amount of men and women designated bathrooms. Commissioner Snell also stated that only having gender neutral bathrooms in the basement is not being fully accommodating. Krause stated it is a nice basement. Commissioner Snell stated he felt excuses were being made and that the severity of the issue was not being fully considered. He stated that there are people who do not go to the bathroom all day because they do not feel safe using a men or women designated bathroom. Commissioner Snell acknowledged cost and appreciated due diligence but also mentioned it is important to continue moving forward on this issue.

Commissioner Ashley stated they needed to look where opportunity is, and that if there is current construction being done in the basement that it would be a good place to pilot gender neutral single stall bathrooms. She stated that there will be challenges with legislation and ideological issues at the state level. She stated that there are elevators that make it easy to get to the basement, making a gender neutral bathroom down there fully accessible. Commissioner Ashley stated that it is not an immediate life or death situation to get gender neutral bathrooms in all city buildings and that they should try to fit it in where it would be easy to do so. She said if there is a space in the basement for a gender neutral bathroom, then that should be looked at as a win. Commissioner Snell stated they should not settle for a single bathroom in the basement and mentioned that it would be creating a separate but equal situation.

Krause stated that they are considering adding gender neutral single stall bathrooms to the new field office and in future new city building. Commissioner Ordonez stated that while this is appreciated, that it should not only be up to department heads to make these decisions. He also stated that the decision is impacting more than just their department and the conversation needs to be kept alive, potentially through an action from the ERC. He stated that the bigger picture is being missed and that subject matter experts need to be invited to the table when these decisions are being made. Commissioner Ordonez stated it would be important to get some public input on the issue. Krause stated he would be open to public input and would continue the conversation with his team. Commissioner Guequierre stated that some of the 42 existing bathrooms may be able to be re-signed right away and asked if it was possible to re-sign all immediately as family restrooms. Krause said he would look further into it.

Commissioner Ashley recommended that they do as much as possible without Council action and mentioned that there would be great ideological barriers when discussing this with Alders. She stated that sometimes the ERC has discussions about what should happen that doesn't align with reality. She stated that there is no utility in sitting at a public meeting acting as though the ERC is going to storm the Bastille to get something done right away since no one on the Commission has the power to make these immediate changes. She stated that government wheels turn very slowly and that this type of work would require a great deal of approval and legislative work and that if it is not done correctly city departments may begin to look at the ERC differently. She stated she felt that research would need to be done first before the ERC take on any action and that they would have to put a great deal of thought into how they are

going to sell it to certain members of the Council. She stated there are also several people at the state level who would never approve this. Commissioner Ashley stated it was not cool to be discussing the issue to this extent when there is so much more to consider. She stated that “no one is going to pee their pants.” Commissioner Snell stated this is a serious health issue and Commissioner Ashley repeated that no one is going to pee their pants if they do not have a bathroom they want to use available. Commissioner Ordonez used his gavel to stop the conversation and opened the floor to outside experts.

Ashley Altadonna, FORGE, stated that this is a legitimate health issue and that people do end up peeing on themselves due to not having a bathroom they feel safe using. She stated that when she first transitioned she was working at a job that would not allow her to use the same bathroom as everyone else and that the humiliation of not being able to use the bathroom she identified with was extremely damaging. She stated the bathroom issue directly impacts people’s lives and that when they avoid using the bathroom they experience other issues like kidney infections, bullying, etc. Altadonna mentioned that we have all used a public bathroom next to a transgender person whether we realized it or not and that there is no reason that signage should not be able to be changed to make space for those who need it.

Rebecca Rabatin, DOA, said that she wanted to piggy back on what Mike Krause was talking about regarding building code. She stated building code changed when Walker became governor and that just this year the City of Milwaukee started using the 2015 building code guidelines. She stated the state still uses its own plumbing code. She stated she would suggest the ERC and DPW start advocating for “Wisconsinisms” to be considered in plumbing and building code at the state level.

Shelley Gregory, community member, stated they were not affiliated with any institution and that they have attended and testified at several ERC meetings. Gregory stated that they hear any number of problematic or offensive comments at these meetings, but that what was said today were the most offensive comments they have heard made about trans individuals. Gregory stated they are incredibly disappointed and massively offended. Gregory shared that as a 43 year old they urinate on themselves nearly every day as a result of decades of not having access to the restroom they felt safe using. Gregory suggested that individuals who are not educated on these topics should listen to those that know more than they do. Gregory stated this is a health issue and presents a number of other issues as indicated by Ashley Altadonna. Gregory stated that in their experience, they have seen transgender individuals limit their food and water intake so they do not have to use the bathroom, causing people to become dehydrated and develop headaches and muscle aches. Gregory also stated that it was discrimination to not offer toileting facilities to all individuals and that it is arguably a violation of Milwaukee’s own Equal Rights Ordinance that protects individuals based on gender expression and identity. Gregory stated that these are fundamental human rights and that this really is a life or death issue. Gregory stated that the city should be able to follow their own rules regarding signage and that also recommended changes to existing multiple stall bathrooms (taller doors, steel walls, etc.). Gregory suggested that the ERC and DPW listen to community members with this specialty instead of making decisions on their own.

Livia Ortiz, community member, stated she was not representing a certain organization. She stated only having a gender neutral bathroom in the basement was ridiculous. She stated she understood that state politics were an issue but that young people commit suicide over bathroom issues so this should not be taken lightly. Livia shared that there is a bunch of data supporting the fact that this is a huge issue and would like to know how much data is needed for action to finally be done. Livia stated the National Center for Transgender Equality states transgender people use the bathroom far less than others and avoid drinking and eating. They also have much higher rates of urinary tract infections. She stated new facilities are not necessary, but that minor changes could be made to existing bathrooms to be more inclusive. Livia stated that she appreciated the conversation starting but that “piloting” a gender neutral bathroom was not the way to go about making change.

Commissioner Ordonez stated that he appreciated everyone’s transparency and courage and that they are unapologetic about equal rights. He stated that although the Commissioners may have different viewpoints that offensive comments of any kind will not be tolerated. He stated that as acting chair, that was his pledge. Chez apologized to anyone that may have been offended in any way but what was said.

Commissioner Ashley made a motion that the ERC request the LRB solicit best practices both within the state of WI and other jurisdictions regarding single use bathrooms and to get at what is specifically needed to make changes and any ordinance language they may have. She also stated she would like Mike Krause to give the ERC a report on fiscal costs and information on signage and potential language being used in other jurisdictions. Commissioner Ordonez asked if there was a second to Commissioner Ashley’s motion, no response. Commissioner Ordonez asked a second time and no one seconded the motion. Motion failed.

Commissioner Snell brought up the anti-bullying taskforce and said conversations like this could also be brought up with them. He suggested the ERC put together a gender neutral bathroom taskforce that would include community organizations like FORGE and the Milwaukee LGBT Community Center. Commissioner Ordonez stated the ERC is as much a public policy influencer as an advocated and stated that the Commission does not always have to make a motion to make things happen and that the ERC would continue forward on this issue.

4. Accessible Bike Update (James Hannig, DPW & Rebecca Rabatin, DOA ADA Coordinator)

James Hannig stated that he prepared a brief presentation and encouraged the ERC to look into the details further after the meeting. He reminded the Commission of the commitments DPW had made back in March: form a pilot adaptive workgroup and hold a meeting by April 27, to request quotes from vendors on accessible bikes, to have a pilot program started by fall, and have a plan to continue the program if the pilot program is successful.

Hannig brought up the dockless pilot study and stated that it is not directly related to the adaptive bike issues but has some potential implications. He also stated that DPW created a community survey that collected input from community. Hannig stated the request for quotes

has gone out to eight vendors and DPW has received four responses. He noted that BCycle and Zagster both received a request for quotes. Commissioner Ordonez stated he was surprised that Zagster did not respond. He asked if there was any indication as to why they did not respond. Hannig stated they had expressed interest but that they may not feel that their model would work within the parameters of the request.

Commissioner Ashley asked where the workgroup is at in making sure there is a pilot program started in 2018. Hannig stated that some challenges have come up through the workgroup. He stated the group has not been able to come to consensus on what the pilot program would look like. He also stated that the city and partner organizations are also working toward figuring out where funding to operate the pilot program will come from. Commissioner Ashley asked if Bird Scooters would be open to doing a pilot with the City to provide accessible bikes. Hannig stated they have not been formally engaged about adaptive bikes as of yet but that it could be considered in the future. Rebecca Rabatin stated that in the last workgroup the discussion of just buying bikes without putting a program in place came up. She stated the group has not come to a consensus but are moving toward figuring it out. Hannig stated that the workgroup has been exploring if current bikeshare vendors could just operate the city procured accessible bikes. Commissioner Ashley stated it would make the city vulnerable to just buy bikes and not have someone to operate the program.

Commissioner Guequierre asked if the city could operate the program since it currently operates its own public transportation system. He stated his sense is that the lack of agreement within the workgroup may come from the fact that everyone wants a perfect program right away. He stated it is going to be difficult to create a program that is going to serve the needs of every person that wants to ride a bike in the city of Milwaukee, but that the workgroup should be willing to at least try something to start. Commissioner Snell asked if there is an intentional search for funding currently. Hannig stated that in tandem with the workgroup, DPW is looking into funding. He stated that the big challenge is who needs to submit for the funding. He stated the city is not currently structured to operate an accessible bikeshare program on its own. He said the city would most likely prefer a partnership with a vendor or bikeshare operator.

Commissioner Ashley asked if the city would be partnering with the county to create the program. Hannig stated this option is being explored. Commissioner Ashley suggested the workgroup make a pitch to the County Transportation Committee. Rabatin stated the group has talked about an MOU with the county but that they have not yet approached them about funding.

5. Strategic Planning Update and Discussion

Commissioner Ordonez stated that the ERC received several responses to the strategic planning RFP. DOA recommended one respondent and the Strategic Planning Committee moves that recommendation forward to be voted on by the full Commission. Commissioner Snell moved the recommendation of BDP & Associates (Denise Patton), Commissioner Guequierre seconded. No objections. Jessica Langill stated that CDBG would be writing the contract.

Commissioner Ordonez stated that it is important that the Commission continue to move forward on handling other issues as well while strategic planning details are being worked out.

Commissioner Ordonez stated that he would like new Commissioners to join the Strategic Planning Committee. Commissioner Ordonez added Commissioner Guequierre and Commissioner Collins to the Strategic Planning Committee. Commissioner Snell motioned to move any elections of ERC leadership to the first meeting after strategic planning is complete. Commissioner Ashley seconded. No objections.

6. Cities for CEDAW Campaign and Resolution

Commissioner Collins stated that CEDAW (Convention of the Elimination of all forms of Discrimination Against Women) is a treaty that was introduced in 1979. 187 countries have signed on, 6 countries have not, including the US. Commissioner Collins stated that Cities for CEDAW encourages municipalities to sign on to commit to ending discrimination against women at a local level. She stated that she would like someone to move to create a resolution for Milwaukee to sign on to Cities for CEDAW. She would like the LRB to review the legislation. Commissioner Ordonez stated that CEDAW can approach the Common Council or Mayor to write a proclamation or pass a resolution, or the ERC can draft and pass its own resolution. Commissioner Ordonez stated it would make sense for the ERC to pass the resolution which can be sent to LRB and then voted on as the full commission at the next ERC meeting. Commissioner Ordonez stated that the ERC should also be reaching out to Alders and the Mayor to encourage them to pass a resolution as well. Commissioner Collins asked who should spearhead the discussions. Commissioner Ordonez suggested that it should be approached at all angles. Commissioner Ashley stated that IRD may be able to help with discussions with Alders and the Mayor.

7. Discussion on Milwaukee Dress Code

Commissioner Bennett stated an article had recently gone out addressing complaints against a downtown bar that was using coded language about dress code to racially discriminate against patrons. The article addressed multiple clubs in the downtown area. She asked if enough complaints are received if the ERC can be a vehicle to recommend a suspension of liquor licenses. Commissioner Ordonez stated this issue has come up in the past and that he recommends that residents, bar owners, and activist groups come together to talk about the issue. Commissioner Ordonez stated that the ERC may not have direct authority over this issue but that it can make recommendations in front of the Licensing Commission. He stated this can be discussed in strategic planning. Commissioner Snell stated the ERC cannot drive the complaint. It has to come to the Commission organically. Commissioner Bennett stated she hopes the ERC will come up with easily accessible ways to make complaints.

Commissioner Collins stated Common Ground or another organization may be interested in looking into this issue and could collect stories. Commissioner Jackson stated the ACLU is interested in the topic and he would talk to his connections at ACLU to see how they would like

to move forward on the topic. Commissioner Guequierre stated an avenue that has not been explored in community outreach is educating people on how to document discrimination information and how to report it. Commissioner Snell stated that the ERC needs to work out the referral process as well. Commissioner Ashley stated the ERC should have conversations with NAACP, Urban Underground, etc. to create a referral partnership.

8. ERC Support for Aligned Coalitions

Commissioner Snell stated in strategic planning that a committee could be assigned to approving support for aligned coalitions and resolutions. Commissioner Snell moved that the ERC sign on to Plan for Peace as a Commission. Commissioner Bennett seconded. No objections.

9. Human Rights Day Event Update

Commissioner Snell recognized Dr. Robert Smith and other committee members. He stated the theme of Milwaukee's Human Rights Day celebration is "born free and equal, now more than ever." The event will be moved out of city hall, potentially to the Domes to make it more accessible to the community. He stated the committee is working on engaging paid storytellers to share stories about a broad scope of human rights issues. Commissioner Snell requested a new Commissioner join the Human Rights Day Planning Committee. Commissioner Ordonez added Commissioner Collins to the committee. Commissioner Jackson said he may be interested but would have to get back about his availability.

10. Human Rights Campaign Municipality Equality Index Press Conference Update

Jessica Langill stated the press conference is being held on October 11th at 10:30am in the rotunda at City Hall. Commissioner Snell will be representing the ERC, other speakers include Mayor Barrett, Chad Griffin (HRC President), and other speakers. Langill stated the ERC has been asked to crowd build with local organizations. Commissioner Snell stated that only 2 years ago the city had a score of 72 and is expecting a great score for 2018.

11. Community Dialogue & Upcoming Events

Commissioner Ordonez stated Columbus Day is coming up. He stated the ERC has discussed updating the day to Indigenous Peoples Day. Commissioner Ordonez stated legislation to change the name is currently in a Common Council committee and he will be working with staff to look further into changing it.

12. Next Meeting Date: October 17, 2018, City Hall

13. Adjourn

Meeting adjourned at 5:06 p.m.

jml



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

October 17, 2018 at 2:30pm

Room 301-A, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Chez Ordonez, Acting Chair

Commissioner Tony Snell

Commissioner Jennifer Bennett

Commissioner Reggie Jackson

Commissioner Nathan Guequierre

Sharon Robinson, Dept. of Administration

Jessica Langill, Dept. of Administration

Patricia Ruiz-Cantu, Dept. of Administration

Rebecca Rabatin, ADA Coordinator, Dept. of Administration

Mike Peeples, Dept. of Administration

Ben Roovers, City Attorney's Office

Abril Curiel, Fair Housing Council

Nicole Angresano, United Way

Christy Brooks, United Way

Anneke Mohr, United Way

Marcia Blackman, United Way

Andrea Bernstein, Hours Against Hate

Robert Smith, Milwaukee County Human Rights Commission

The meeting was called to order at 2:36 p.m. by Commissioner Ordonez

1. Milwaukee Lifecourse Initiative for Healthy Families/LIHF – United Way (Nicole Angresano, Christy Brooks, Anneke Mohr)

Nicole Angresano, Vice President for Community Impact, Christy Brooks, and Anneke Mohr introduced themselves. Christy Brooks stated that LIHF's goal is to reduce the death rate for black infants in the City of Milwaukee. Angresano added that the disparities between black and white infants in Milwaukee are some of the worst in the country, even worse than some third

world countries. She stated that infant mortality rates have decreased but are still critically high. Angresano stated that the community struggles with educating and raising awareness around infant mortality. She said that overwhelmingly babies are dying because they are born too small and too soon, not because of something the mom has done or things like co-sleeping. Because of this, LIHF focuses most of their resources on prematurity. Angresano stated that racism and poverty have significant impacts on the mothers that give birth to premature babies. She stated that the stress of racism is passed down from mother to child. LIHF priorities include: improving social and economic conditions for black mothers, increase awareness around family planning, and mental and physical preparedness for pregnancy.

Christy Brooks stated that the healthcare access committee, in partnership with United Way, have been working to connect high-risk women to healthcare and pregnancy services. The committee also made it so all doctors have to ask women “do you want to be pregnant in the next 12 months,” which increases intentionality in pregnancy and the time between pregnancies. The committee also works to engage fathers in issues that impact prematurity. The policy systems and environmental change committee focuses on advancing achievable policy and social determinance of health. Angresano stated that West Parklawn has been voted one of 9 Best Babies Zones in the country. This is a national recognition that it is an area with high need but also has a coalition of the willing and ready to get work done. She also mentioned the Strong Baby Campaign which is used to raise public awareness.

Anneke Mohr stated that the group has identified three recommendations: (1) prioritizing housing for pregnant women (pregnant women moved to top of list for public housing), which is being done in Boston, (2) the city should join the Government Alliance for Race and Equity (GARE), and (3) the city should support a health in all policies approach (pass an ordinance to be intentional about considering any health impacts in future policy), which has already been done in Appleton.

Commissioner Jackson stated that it would be great for the city to join GARE. He said the city needs to look at everything that we do with a racial equity lens. Commissioner Snell talked about creating a city racial equity tool which would require all departments to meet specific racial equity measurements before creating policy and programs. Commissioner Snell stated that the ERC should be able to ask the Housing Authority and other departments to come and talk about the recommendations. Commissioner Ordonez asked that the group send the asks to Jessica Langill, which can be included in the ERC’s upcoming strategic planning.

Director Robinson stated DOA is exploring joining GARE and that she would be happy to initiate conversation with the Housing Authority about the Boston model. Commissioner Snell stated he would like to send out a resolution regarding the recommendations. Commissioner Jackson requested more information about the Appleton model.

2. Hours Against Hate (Andrea Bernstein)

Andrea Bernstein stated that Hours Against Hate is an initiative out of the Jewish Federation under the Jewish Community Relations Council. The initiative focuses on creating community conversations with people who live, look, love, or pray differently from each other. She stated currently they are trying to invite workplaces and school to pledge one lunch hour per month to have these conversations. She also stated they have had a Speaker's Bureau and have put together conversation resources for the initiative.

Andrea Bernstein asked the ERC to consider hosting at least one lunch hour at City Hall as the first municipality to take part in the initiative. Commissioner Snell stated he met with Andrea a few months ago and connected her with the Milwaukee Youth Council and LGBT Community Center. He stated he suggested hosting or sponsoring a city-wide event for city employees to have a lunch hour or coffee with the conversations. He stated there is some possible grant funding to cover the cost of coffee to get the conversations started. He stated he wanted to move this as an endeavor after strategic planning.

Commissioner Ordonez asked what would need to be done to do something like this with city employees. Director Robinson said the ERC should put together a proposal and budget that could come from DOA and be vetted with DER. Commissioner Ordonez stated that the ERC would be happy to take this on and would partner with Mike Peeples on putting something together in 2019. Commissioner Jackson suggested that Andrea also reach out to the Ziedler Center for Public Discussion to find facilitators for the initiative. Commissioner Snell suggested that the ERC could also host a discussion in conjunction with an upcoming listening session.

3. Milwaukee County Human Rights Commission (Dr. Robert Smith, Chair)

Dr. Robert Smith thanked the ERC for partnering on the upcoming Human Rights Day event. He stated that over the past two months the Human Rights Commission has decided on their focus for the next couple years, which will be to start more community conversations around human rights and to connect with other similar commissions across the country to spark national discourse. He stated that he would like to work with the ERC on these goals as well.

Commissioner Snell brought up IAOHRA and suggested the County HRC look into joining. Dr. Smith stated the ERC and HRC should join forces to address core policy issues such as incarceration, policing, immigration rights, etc. Commissioner Ordonez stated that the ERC recently completed an ordinance rewrite. Dr. Smith stated the HRC is in the process of figuring out their influence within the county and what guiding ordinances that guide them.

Commissioner Ordonez offered a copy of our updated ordinance and the peer city analysis that was completed. He stated that it would be good to align guiding ordinances and mission.

Commissioner Ordonez asked what the County HRC would ask of the ERC. Dr. Smith stated that an open channel of communication would be extremely useful. He also requested guidance and support for positioning themselves within the county. Commissioner Ordonez stated that it

would also be helpful to set up a meeting between the Mayor and the County Executive to talk about operations and budget for both the ERC and County HRC.

4. Black Male Achievement (Mike Peeples)

Mike Peeples stated he will be looking into what the Black Male Achievement Council wants to pursue in the future and how they can be more intentional about the work that they do. He stated that Boys & Men of Color week just finished up last week. The planning committee that put on the BMOC week is looking forward to the work they can do together in the future. Peeples stated that one of his main goals is to raise awareness of the work that is being done in the city around black male achievement.

Peeples stated that Milwaukee Succeeds pulled together practitioners to do some strategic planning to address issues that are found in Milwaukee communities including housing, wages, and peer-to-peer mentoring. He also stated that UWM is putting on a 2019 Summit on Black Male Youth which will allow practitioners and members of the community to talk about how to engage black males. The Milwaukee Fatherhood Summit brought in new attendees and added mental health components to the summit this year. Peeples also stated that the Office of African American Affairs will open mid-fall 2019. Peeples stated that he will work in partnership with the Director of the OAAA.

Commissioner Ordonez asked how the ERC can work with Peeples to let community members know that the OAAA's resources and services will be open to all people, not just African American people. He also asked how ERC can best partner with Peeples in the future. Peeples stated that in his role he will be working to bring in more partners to make the work being done around the My Brother's Keeper Action Plan more inclusive. Commissioner Ordonez also stated that it is important for offices like the OAAA to also focus on policy.

Director Robinson stated that the financing plan for the OAAA has been approved. She also stated that no resident in the city would be turned away from the OAAA and that DOA will be doing public education to all communities in the city and that services will be available to all. Commissioner Ordonez stated that the ERC could encourage collaboration with AA men and other men of color. Commissioner Guequierre asked Peeples to provide the ERC with a list of what sorts of issues the ERC should be advocating for. Commissioner Snell also asked Peeples to provide the ERC with thoughts on how to build trust between the city and the AA community. Commissioner Ordonez stated that Peeples should provide specific questions that the ERC can add in for department reporting. Commissioner Jackson suggested that Peeples connect with the Black Holocaust Museum to use the space for community events and conversations. He stated that the BHM wants to bring attention to the great programs and initiatives within the city.

5. Strategic Planning Update

Jessica Langill stated that insurance information has been collected from BDP & Associates and that the contract has been drafted. She stated that the contract should be signed within the next week. She also stated that the Strategic Planning Committee should be meeting with Denise Patton by the end of October, early November. Langill also stated that the full Commission should be meeting for strategic planning by the end of November or early December. Commissioner Ordonez stated that the ERC would like to have recommendations or a draft plan by the end of 2018 so the Commission can move into the new year with new goals. Langill stated Denise Patton is hoping to present her strategic planning recommendations at the December meeting.

6. Community Dialogue & Upcoming Events

Patricia Ruiz-Cantu reminded the ERC that the city is still looking for poll-workers. Commissioner Ordonez stated the ERC should share a post from the election commission. Ruiz-Cantu stated that today is the last day to register early, but to remember that in Wisconsin people can also register day-of. She stated that expired licenses can be used and the address does not have to be current.

Commissioner Snell brought up the Know Your Rights event that occurred last week and said he would like to expand the conversation about the rights of immigrant communities next year. Ruiz-Cantu stated Commissioner Snell did a wonderful job representing the ERC at the event.

Rebecca Rabatin stated that she had just completed a webinar on accessible voting. She stated there is nothing in the ADA in regard to rules for early voting. She stated she will be going to early voting locations to make sure the sites are fully accessible. Commissioner Ordonez stated the ERC could work with the Election Commission to make sure accessibility is added to the checklist of what needs to be done when setting up voting. Commissioner Snell stated that the checklist also needs to include working audio translation devices for all voting locations.

Commissioner Snell stated that it is the ERC's 75th anniversary next year. He would like to use the anniversary to increase ERC visibility and introduce the strategic plan. Commissioner Ordonez stated he would like to pass a resolution about the anniversary. He also stated he would like to repurpose the Human Rights Day Planning Committee to be the events planning committee in the future.

Commissioner Bennett stated that the Hunting Moon Pow Wow is being held at the Panther Arena all weekend long. She also stated that there will be a Dance & Wellness Event on Friday, November 9th. On Saturday November 17th the South Eastern Oneida Tribal Center is having a craft fair and soup sale. Commissioner Jackson stated he will be speaking on October 22nd at Shorewood Public Library.

7. Next Meeting Date: TBD, City Hall

The next meeting date has been rescheduled for Friday November 16th at 2:30pm at City Hall due to Thanksgiving.

8. Adjourn

Meeting adjourned at 4:22 p.m.

* * * jml



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

November 16, 2018 at 2:30pm

Room 301-A, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Chez Ordonez, Acting Chair

Commissioner Mayhoua Moua

Commissioner Tony Snell

Commissioner Sheila Ashley

Commissioner Martha Collins

Commissioner Jennifer Bennett

Commissioner Nathan Guequierre

Sharon Robinson, Director, Dept. of Administration

Jessica Langill, Dept. of Administration

Rebecca Rabatin, ADA Coordinator, Dept. of Administration

Ben Roovers, City Attorney's Office

James Hannig, Department of Public Works

Mike Amsden, Department of Public Works

Abril Curiel, Fair Housing Council

Mark Powless, South Eastern Oneida Tribal Services

Shelley Gregory

The meeting was called to order at 2:36 p.m. by Commissioner Ordonez

1. Approval of Minutes from September and October Meetings

Commissioner Snell moved to approve the minutes, Commissioner Bennett seconded. No objections. Minutes approved unanimously.

2. South Eastern Oneida Tribal Services (Mark Powless, Director)

Commissioner Bennett thanked Mark Powless, Director of South Eastern Oneida Tribal Services (SEOTS) for coming to address the Commission. She asked Powless to let the Commission know

if there is anything they could be doing to help. Powless stated he has been working at SEOTS for about 8 years. SEOTS is a department of the Oneida Nation, which has about 17,000 members, approximately 2,000 of which live in the Milwaukee area. Powless stated SEOTS focuses on cultural education and wellness. He stated when looking at any Native population, there are very big health disparities. Critical wellness issues are diabetes, obesity, and depression/anxiety. Powless stated that policies in the US throughout history have been put in place to exterminate Native people and their culture, which has had a big impact on the community. He stated the communities use cultural education to try to repair the historical damage. Powless mentioned that Indian Community School is a great educational resource.

Commissioner Ordonez thanked Powless for addressing the ERC. He asked what the ERC can do to be a better partner in the future. Powless stated that SEOTS is in the Milwaukee Community providing education on Native Americans in general. He stated that they are always looking for ways to further educate the community. He also stated that there are always opportunities to partner in wellness initiatives. Commissioner Snell asked if there have been any collaborative efforts with the Milwaukee Health Department. Powless stated the only collaboration they have had was when SEOTS was developing community surveys.

Commissioner Snell asked how SEOTS is combatting the health disparities. Powless stated SEOTS uses education and awareness to combat the critical wellness issues. SEOTS partners with Froederdt, the Medical College of WI, and the Indian Health Center to do some direct programming. Commissioner Snell asked about any particular cultural hurdles when seeking healthcare. Powless stated that the Native community overall has a great distrust in any outside system. He stated that direct partnerships help overcome that hurdle. He also stated that direct outreach also goes a long way in repairing trust.

Commissioner Ashley stated she is concerned that Powless stated there is no collaboration within the school systems and that she thinks it is very important for children to be socialized within their culture. She asked if MPS is doing anything to educate students about Indigenous people. Powless stated there is a Title VII program that requires students in MPS to learn about Native history. He also mentioned Act 31.

Commissioner Bennett stated that Act 31 was initiated in 1989/1990 meaning that anyone who graduated before then were most likely not exposed to education about Indigenous people. She stated this means the people administrating the education were probably in the school system before 1990. Powless stated Milwaukee has had some teacher training, but he is not sure how consistent it is.

Commissioner Ordonez stated the ERC could potentially reach out to the Milwaukee School Board and start a dialogue about developing a curriculum. Commissioner Guequierre stated the ERC should also partner to do a listening session. Commissioner Ordonez stated it would be good to hear directly from community members what major concerns are. Sharon Robinson stated that Milwaukee be gearing up to do the census in 2020. She stated Powless could possibly be part of the committee in 2019.

3. Procedures Update (Ben Roovers)

Ben Roovers provided the ERC with a refresher course on the rules and regulations regarding open meeting laws. He provided Commissioners with a power point of the information. Roovers stated this is not his area of expertise, but that there is a City Attorney that deals directly with open meeting laws. Roovers stated that the ERC is clearly defined as a governmental body. He stated a meeting is defined as a get together of Commissioners with the purpose to engage in governmental business with enough members present to make or block a decision.

Roovers stated he has advised the ERC to be careful of walking quorum. Walking quorum is defined as a series of gatherings amongst separate groups of the body, each less than quorum, that carry on the same conversation to enough separate members that reaches quorum. He said the biggest thing to keep in mind regarding walking quorum is email. He stated that bodies are strongly encouraged not to use email to discuss any issues in which they have governmental authority. Roovers advised that using the “reply all” button creates an open meeting and would violate open meetings law. Commissioner Ordonez stated a good best practice when disseminating information to use Bcc so that members cannot reply all.

Commissioner Ordonez asked if it was a good idea for all ERC commissioners to get an official city email. Roovers stated that he did not know if Commissioners were able to obtain an official city email, but that it would be best practice for Commissioners to have a separate email address for ERC business.

Roovers pointed out that a governmental body is not required to allow public comment during a meeting. He stated as a best practice the ERC may want to make a blanket rule that topics can only be discussed that have been noticed on the day’s public agenda.

Roovers stated that if governmental bodies knowingly attempt to violate any open meeting laws they are subject to a personal fine of \$25-\$300. Commissioner Ordonez suggested it would be a good idea to put together a fact sheet regarding best practices.

4. Accessible Bike Update (James Hannig and Mike Amsden)

James Hannig stated the Accessible Bike Workgroup had their 8th meeting yesterday and had also met in September. He stated in the Sept. meeting the workgroup was exploring a potential dock lock made by Bublr Bikes that could be fitted to an adaptive bike and able to be locked to the Bublr stations. He stated that in yesterday’s meeting they found out that Bublr and Ramup Up MKE had received a grant from the Anthem Foundation to work on engagement and operations that could potentially be used for the Accessible Bike pilot. He stated the city is still working to procure bikes and that accessible bikes have been added to the 2019 city budget. Mike Amsden stated the city is on track to announce the pilot program in spring and that Milwaukee will be a model to the nation.

Commissioner Ordonez asked if the city is still pursuing outside vendors and what the timeline looks like for the future. James Hannig stated DPW requested quotes for adaptive bicycles several months ago. He stated they reached out to 8 vendors and received 4 responses. Costs ranged from \$25,000 to \$100,000 for about 17 bikes. James Hannig stated the bikes would be purchased by the city and would own the bikes, but that a partner would operate them on behalf of the city. Amsden stated that the workgroup has been discussing several types of pilot programs, but that the group came to conclusion that they would like the pilot program to mimic the Bublr bikeshare program as much as possible.

Commissioner Ordonez asked why Bublr would not be purchasing the adaptive bikes on their own. Amsden stated that the bicycles currently used by the Bublr program are owned by the city and that Bublr only operates them. Commissioner Collins asked for details regarding details of the pilot program. Hannig stated the workgroup will be working on the pilot program further, but that they are considering having 17 adaptive bikes available through the pilot program. He stated that locations have not been confirmed but locations have been discussed and that the bikes could end up being stationed at any dock. The workgroup and community survey determined the city would purchase 7 tricycles, 3 hand cycles and 7 tandems bikes.

Commissioner Ashley asked if the grant was initiated by Bublr. Hannig stated that DPW was not a part of developing the grant, but that the city is listed as a partner. Amsden stated that the money is expected to be used mainly to educate people on how to use adaptive bikes. He also stated the city will be purchasing the bikes based on the commitment made to the community and ERC.

5. Subcommittee Updates

Commissioner Snell stated that the Human Rights Day celebration is scheduled for December 8th from 10:30am-1:30pm and will be held at America's Black Holocaust Museum. He stated the committee has been working in cooperation with the Milwaukee County Human Rights Commission and the UN Association of Milwaukee. The celebration will include tours of the museum, entertainment, performers, story tellers, and speeches from officials and community leaders. He stated flyers (English & Spanish) will be distributed soon. Public officials have been invited to participate. Commissioner Snell stated the city will be presenting a Proclamation for Anita Ziedler.

Jessica Langill stated the ERC has only received one nomination for the Equality Awards. Commissioner Ordonez asked that the Alder Office also be alerted of the Equality Awards. Commissioner Ordonez asked that partner organizations are also asked to nominate. He also asked that a calendar invite is sent out to Commissioners ASAP.

Commissioner Ordonez stated the strategic planning committee will be meeting Monday from 1-3pm and that the meeting has been publicly noticed since quorum will be present.

6. Annual Report Discussion

Commissioner Ordonez stated that the ERC's Annual Report is due to the Mayor and Common Council on February 15th of every year. He stated that the ERC has accomplished so much that an annual report is important. He stated that accomplishments, events, hurdles, and community partnerships should be highlighted. He stated that it may make sense to start a committee because it is a lengthy process.

Commissioner Snell stated that 2019 is the ERC's 75th anniversary and that the dates should be included in the annual report. He also suggested that there should be year-long events to celebrate the anniversary.

7. FBI Hate Crimes Report

Commissioner Snell stated the FBI Hate Crimes Report was released last week and indicated a 17% rise in hate crimes. He stated 59.6% of the hate crimes were based on race/ethnicity, 20.6% based on religion, and 15.8% based on sexual orientation. Individual and property hate crimes continue to rise. Milwaukee had 4 hate crimes reported in the first quarter of 2017. He stated the ERC should be a conduit of discussion about the reporting process and how it is reported to the FBI. He stated the ERC could also put out a statement. Commissioner Ordonez stated the ERC should find out if MPD officers are trained to recognize what a hate crime is. He stated the ERC could create a working agreement with the MPD to be notified on hate crimes that happen in the city. Commissioner Ordonez stated that the current District Attorney does not follow up on hate crimes. He stated the ERC may be able to influence public policy to move the DA to follow up on hate crimes in the future. Commissioner Snell stated the ERC should also partner with community organizations to educate the public on how to report hate crimes.

Commissioner Ordonez stated the ERC should see if there are any municipal equality indexes similar to the HRC related to race and other protected classes. Sharon Robinson stated she would reach out to LRB to ask them to do a study of peer cities that have such indexes. Rebecca Rabatin stated there is a national rating system for communities in regards to disabilities. She stated that Milwaukee did relatively well the last time it was scored.

8. Community Dialogue & Upcoming Events

Commissioner Moua stated that a Hmong New Year event would be happening December 1st and 2nd at the State Fair Grounds in the Convention Center. She stated it would be great to have Commissioners and public join. Commissioner Snell shared information about upcoming trainings being led by FORGE.

9. Next Meeting Date: Wednesday, December 19th, 2018

10. Adjourn

Meeting adjourned at 4:02 p.m.



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

December 14, 2018 at 2:30pm

Room 301-A, City Hall, 200 E. Wells Street Milwaukee, WI 53202

Present:

Commissioner Chez Ordonez, Acting Chair

Commissioner Mayhoua Moua

Commissioner Tony Snell

Commissioner Martha Collins

Commissioner Reggie Jackson

Commissioner Nathan Guequierre

Sharon Robinson, Director, Dept. of Administration

Jessica Langill, Dept. of Administration

Patricia Ruiz-Cantu, Dept. of Administration

Rebecca Rabatin, ADA Coordinator, Dept. of Administration

Abril Curiel, Fair Housing Council

Shelley Gregory, FORGE

Alex Corona, Milwaukee LGBT Community Center

Natalie Zaroni, Milwaukee LGBT Community Center

Elana Kahn, Milwaukee Jewish Federation

Livia Rowell-Ortiz, Gender Queer Milwaukee

Edie Pasek, Miltown LGBT Milwaukee Families

The meeting was called to order at 2:32 p.m. by Commissioner Ordonez

1. Approval of Minutes from November Meeting

Commissioner Snell moved to approve the minutes, Commissioner Mayhoua seconded. No objections. Minutes approved unanimously.

2. Recognition of Milwaukee Jewish Federation (Equality Award Recipient)

Commissioner Snell nominated the Milwaukee Jewish Federation to receive the Non-Profit Equality Award. Commissioner Snell welcomed Elana Kahn and stated the Milwaukee Jewish Federation has been working to build Jewish community for the past 100 years. He stated that the Jewish Federation has given Milwaukee vibrance and thanked them for the social justice work that they do. The City of Milwaukee Equal Rights Commission recognizes the Milwaukee Jewish Federation for their exemplary community organization that promotes human and civil rights for all. Elana Kahn accepted the award and stated that a city that takes care of their Jewish community is also a city that takes care of other marginalized communities.

3. International Human Rights Day Event Report

Commissioner Ordonez stated that the event was executed with finesse and made an impact on the community that was in attendance. He stated that a woman from Brown Deer told him that she attended because she has been waiting for something to celebrate human rights in the climate that we are currently in. She shared that she moved out of the City of Milwaukee because of the lack of equal rights in the city. Commissioner Snell stated International Human Rights Day is the 10th of December each year. This is the second annual event lead by the ERC. The event was held at America's Black Holocaust Museum and there were approximately 110 attendees. He also mentioned that there was great diversity in the crowd and among the speakers/entertainment. Commissioner Ordonez stated that next year could also include a listening session or a keynote speaker that would draw in more people. Commissioner Snell asked Jessica Langill to follow up on the budget item for HRD.

4. Gender Neutral Bathrooms

Commissioner Ordonez directed the Commissioners to look at the report from Mike Krause (Project Manager, DPW) which was a response of request to establish single-user gender neutral bathrooms. The letter stated that the estimate for the toilet room is \$48,000. Commissioner Ordonez stated that the report did not address the option of making existing bathrooms into gender-neutral restrooms. Commissioner Ordonez stated that the ERC should also look at how to work around state building code. Rebecca Rabatin stated the city could file for a variance through the variance committee. Commissioner Guequierre stated that gender-neutral bathrooms were right in the sweet spot of what the ERC should be working on to make the city more inclusive for all residents. He suggested that this letter from DPW should be considered one data point, but that the ERC should figure out how to find out how other cities have addressed this issue.

Commissioner Ordonez invited the public in attendance to testify on the issue. Alex Corona, Milwaukee LGBT Community Center, stated that ideally all restrooms in the city would be inclusive for all people to use. She stated that some places just designate if the bathroom has urinals or stalls. She stated that she believed all restrooms should be fully inclusive and that she is willing to be a part of the work group to collaborate on this issue. Commissioner Guequierre

stated that there are a number of options on how this issue will be solved, and that it will be important to have community voice on what option would be the most inclusive. Alex Corona stated that the community needs to get past the fear-mongering that has been the focus of the recent bathroom debate.

Shelley Gregory, FORGE, stated they were here in September when the Commission began discussing the issue. Gregory stated that the ERC seems committed to the issue and understands the need for these restrooms. Gregory stated they would be happy to provide a brief overview of what other municipalities have done to mandate changes to the restrooms. Gregory stated that these restrooms should be discussed as “inclusive” as opposed to gender-neutral. Gregory mentioned the Williams Institute study on the mandated inclusive restrooms in Massachusetts. The study showed that bathroom crime decreased after the law was put into effect. Gregory stated that Massachusetts and California mandated that all existing single-user restrooms be converted to inclusive restrooms. Gregory stated that private industries in cities across the country have been putting single-user inclusive restrooms in their buildings. Gregory stated that sex segregated restrooms were originally put in effect to make sure that women had a safe space to use the restroom.

Gregory stated that FORGE would be happy to participate in the process or workgroup. Gregory mentioned a website called “Stalled” that has an innovative approach to revamping multi-user facilities and getting around existing laws. Gregory also mentioned that UWM has converted about half of their restrooms to fully inclusive restrooms, including multi-user restrooms. Gregory suggested that we connect with UWM to find out how they brought about the gender-inclusive multi-user restrooms. Gregory also suggested that the ERC could engage an outside consultant regarding legality. Gregory also suggested that the ERC partner with the Wisconsin LGBT Bar Association.

Commissioner Ordonez recognized the unforeseen road blocks and challenges that Milwaukee will face as this issue is addressed, but that the ERC is committed to addressing it. Commissioner Snell stated that the city is losing out on hiring certain very qualified people due to not having gender-inclusive restrooms at City Hall. Gregory also mentioned the serious adverse health impacts of not having access to restrooms. Gregory stated that fully inclusive restrooms also benefits parents and those caring for individuals who may need to be accompanied in the restroom. Restroom access is universally accepted as a human right. Gregory challenged the ERC to spend a day not using the restroom at work at all to get better insight into what LGBTQ+ communities are facing.

Edie Pasek, Gender Queer MKE and Miltown LGBT Families, stated that there are many locations that have family restrooms. Pasek also stated that there should be tampon/pad dispensers and changing stations in all restrooms. Pasek stated that school bathrooms should also be considered when working on this issue. Pasek stated that having separate men’s and women’s bathrooms does not stop women from being harassed and experiencing violence. Pasek stated that they would also like to be a part of the workgroup on this issue and could

bring the family voice into the discussion. Commissioner Collins stated that her child's school made inclusive bathrooms without making a big deal out of it.

Commissioner Ordonez stated we should go into 2019 with a clear vision on what the ERC would like to do to address this issue. He stated that a workgroup, research, and community input will be extremely important. Rebecca Rabatin stated that if DPW agrees to making single-user restrooms gender inclusive, they will need to get a permit from the Department of Neighborhood Services, who will look to building code for approval. They would probably need to go before the variance committee to work outside of building code. She recommended that DNS be a part of the workgroup. She stated that we will also have to get Common Council approval. Commissioner Ordonez stated the city could avoid the variance committee by not building any new bathrooms, but instead passing a resolution to make all municipal bathrooms gender inclusive.

Commissioner Snell stated that the workgroup would have to be outside the ERC in case a complaint is brought to the ERC regarding gender inclusive restrooms. He stated that the ERC could foster the workgroup like was done for the adaptive bike workgroup. Rebecca Rabatin stated she would reach out to DNS and DPW to create the workgroup. Commissioner Guequierre stated it would be important to find a champion in DNS and DPW.

Commission Guequierre put forth a motion: "Mr. Chairman I wish to move the ERC requests from the LRB a study describing if and how peer cities have begun to address the technical challenges and financial implications, if any, to provide inclusive bathrooms in public buildings, and to identify which cities nationally, regardless of whether they are a Milwaukee peer city, have taken steps to address this issue. Second, I recommend the study include developing single person inclusive bathrooms within existing municipal buildings, developing multi-person inclusive bathrooms within municipal buildings, and any policies related to developing inclusive bathrooms city-wide. Finally, I recommend the study identify the means the cities have taken to address this issue whether through council resolution, executive action, departmental initiative, or otherwise."

Commissioner Snell seconded the first part of the resolution, no objections, approved.

Commissioner Collins seconded the second part of the resolution, no objections, approved.

Commissioner Moua seconded the third part of the resolution, no objections, approved.

5. Strategic Planning Update

Commissioner Ordonez stated the strategic planning committee has met with Denise Patton twice. He stated the meetings have gone very well and the committee has been challenged to think outside of the box about how the ERC can partner with other departments within the city. He also stated the committee and city departments have a strong vision about what the vision of the ERC should be. He stated that a key issue everyone agreed on was having a strong intake process for discrimination complaints. He stated building infrastructure will be very important. Commissioner Guequierre stated he has also found it powerful to get to know members of the committee more. He stated it is essential that all Commissioners participate in the retreat.

Commissioner Snell stated that he is grateful that these discussions are taking place and that there are synergies and structure already in place that will benefit the future success of the ERC. Commissioner Ordonez stated the full retreat will most likely be in March.

Shelley Gregory asked if the ERC would alert the community when the quasi-judicial function/complaint receipt process is available. Commissioner Ordonez stated that the community would definitely be informed, but also that the community should be involved in approving the final process before it goes live. Sharon Robinson seconded the importance of community participation and partnership. Commissioner Ordonez stated that the ERC has the goal of going live with the complaint system by the end of 2019. He stated building community partnerships will be vital in understanding the shared work. Commissioner Snell stated that community partners would also be invited to participate in a portion of the strategic planning retreat.

6. Annual Report Discussion

Commissioner Ordonez stated the deadline for the annual report is quickly approaching (February 15th). He stated there has been a lot of change that will need to be included in the annual report. Commissioner Ordonez stated all agendas, minutes, and event participation will need to be put together. He stated if any Commissioner have experience or interest in participating in the annual report they should let him or Jessica Langill know. He stated he would put together an outline and the process should begin immediately.

7. ERC 75th Anniversary Awareness & Celebration

Commissioner Ordonez directed Commissioners to the history of the ERC that was included in their packets. Commissioner Snell stated that 2019 is the 75 year anniversary of the organization in some form or another, but that it is also the 25th anniversary of the Equal Rights Commission as it is today. He suggested that President Hamilton and the Common Council be invited to be involved in the celebration in 2019, along with the Mayor. He suggested this should be a year-long celebration. He stated the Human Rights Day Committee could be modified as an event committee or 75th anniversary committee.

Commissioner Ordonez stated that the current Human Rights Day Committee will be re-named to the Community Engagement & Awards Committee. He stated committee makeup can change, but that the committee should meet at the beginning of the new year. Commissioner Snell asked that the existing committee schedule a debrief of the past Human Rights Day event. Commissioner Collins stated that she met a Commissioner (Ruth) from the 90s at the Human Rights Day event. Commissioner Jackson stated that she gave him 3 large boxes of notes. Commissioner Collins stated it would be great to have previous Commissioners involved in the 75th anniversary celebrations. Commissioner Jackson stated that it is Ruth's 90th birthday in 2019 as well. Commissioner Ordonez stated he would like the ERC to pass a proclamation/lifetime achievement award recognizing her work. Commissioner Snell stated he would like to find a way to memorialize the ERC history.

8. Community Dialogue & Upcoming Events

Shelley Gregory stated FORGE is hosting a community party at the Milwaukee LGBT Center on Saturday, December 15th. Gregory stated the event is family-friendly and open to the public. Patricia Ruiz-Cantu told the Commission a resident had reached out to her for information about how to navigate the system with an undocumented person who was severely ill. She stated that because the woman was undocumented she was going to see doctors at the 16th street clinic for stomach pains, and being sent home with medication for acid reflux. She eventually went to the emergency room and found out she had stage 4 cancer. She stated the woman did not know how to navigate the system and that she did not know how to complete the right paperwork to keep her children within the family when she passes.

Ruiz-Cantu stated that in 2019 the ERC should advocate for the immigrant community and that the public should be educated on the fact that everyone, regardless of status, should be able to access medical care. Commissioner Ordonez stated the ERC should consider putting immigration status and inclusive medical care for all into the Equal Rights ordinance. Commissioner Moua brought up the Well Woman organization and suggested they be a future partner. She stated that the ERC should play a role in educating the community about their medical options. Commissioner Ordonez stated the ERC should put together a pamphlet with resource information for immigrant families.

Commissioner Ordonez asked Jessica Langill to bring the new health commissioner to the January meeting. He also stated the ERC needs to discuss adding protections for immigrant communities in the new year. Commissioner Moua stated the ERC needs to work to build trust between the city and the community because trust has been broken. Commissioner Jackson stated there are 73,000 homes in Milwaukee with lead water laterals. Patricia Ruiz-Cantu stated that the health department needs to be culturally sensitive about reaching out to the families with emergency lead issues. Commissioner Jackson suggested that the ERC addresses the Health Commissioner about lead issues and have a real conversation about it.

9. Next Meeting Date: Wednesday, January 16, 2019

Commissioner Ordonez stated 2018 has been the best year as far as progress since he has been on the Commission. Commissioner Moua stated she agreed and that she feels the ERC has come a long way. She stated in 2018 the ERC has done a lot for the community and she feels proud to be a part of the ERC. Rebecca Rabatin recognized the ERC and stated the progress of the adaptive bikes would not be where it was at without the ERC. Shelley Gregory also thanked the ERC for their dedication to the LGBTQ+ communities.

10. Adjourn

Meeting adjourned at 4:47 p.m.

jml