

CITY OF MILWAUKEE EQUAL RIGHTS COMMISSION

Full Commission Meeting Minutes

Meeting Date: Wednesday, September 15, 2021, 4:30PM (Virtual)

Attendees:

<input checked="" type="checkbox"/> Tony Snell*	<input checked="" type="checkbox"/> Jessica Boling	<input checked="" type="checkbox"/> Nikki Purvis
<input checked="" type="checkbox"/> Martha Collins**	<input type="checkbox"/> William (Bill) Crowley	<input checked="" type="checkbox"/> Edwin Huertas
* <i>Chair</i>	<input checked="" type="checkbox"/> Shelley Gregory	<input checked="" type="checkbox"/> Rebecca Rabatin
** <i>Vice Chair</i>	<input checked="" type="checkbox"/> Nathan Guequierre	<input checked="" type="checkbox"/> Patricia Ruiz-Cantu
	<input checked="" type="checkbox"/> Jacqueline Cook	
	<input checked="" type="checkbox"/> Jennifer Bennett	
	<input checked="" type="checkbox"/> Jamal Washington	

Guests: *Erick Shambarger, City of Milwaukee ECO*
Benny Llamas, Interpreter
Jill Doering, Interpreter

Agenda Item(s)	Discussion Item(s)	Action Item(s)
1. Welcome / Call to Order	<ul style="list-style-type: none"> ➤ 4:41pm ➤ Welcome of Edwin Huertas, new Equal Rights Specialist 	
2. Roll Call	<ul style="list-style-type: none"> ➤ Commissioner Crowley excused. 	
3. Approval of Minutes	<ul style="list-style-type: none"> ➤ Cook moves to approve, Bennet seconds. No objections. Approved. 	
4. Discussion on Hispanic Heritage Month (September 15 – October 15, 2021)	<ul style="list-style-type: none"> ➤ Item was moved to allow time for Patricia to set up (might have to place on file, Patricia left for another meeting at 5:30PM). 	
5. Communication from the City's Department of Administration's Office of Equity and Inclusion related to the office's equity and inclusion efforts.	<ul style="list-style-type: none"> ➤ Purvis reaffirms commitment to the ERC, remained committed to providing quarterly reports as it relates to REDI plans. ➤ Purvis presents on OEI activity – Goals, recap of 2021 work thus far, work that's in progress, who key partners are, and racial equity assessment timeline. <ul style="list-style-type: none"> ○ Snell – Snell gives thanks to Purvis, OEI. Purvis will share presentation and survey results w/ commissioners. ○ Cook – Cook gives thanks to Purvis, OEI. Cook would like to have a 1:1 w/ Purvis. ○ Guequierre – How does OEI work to address other class protections? Mayor's initial charge was race-related; many intersections exist. OEI's and ERC's relationship is important in that space. Employee Resource Groups can help leverage those conversations, Purvis meets w/ ERG team and DER every month; opportunities are given to allow discussion. ○ Gregory – Gregory gives thanks to Purvis. Will input from residents be considered for disparity study? Survey will focus on small minority businesses and women-owned. Another public session is scheduled for October 15th. 	<ul style="list-style-type: none"> ➤ Invite ERGs to commission meetings ➤ Send disparity study meeting info to commissioners (Oct 15th event).
6. Communication from the City's Department of Administration's Environmental Collaboration Office	<ul style="list-style-type: none"> ➤ Erick Shambarger presents on ECO activity – Goals, programs, equity focus on green infrastructure plans <ul style="list-style-type: none"> ○ Snell – How can ECO and Board of Health collaborate more w/ the ERC? Erick needs 	<ul style="list-style-type: none"> ➤ Ask Erick to share presentation to ERC commissioners. ➤ Commissioner Snell asks commissioners to think about what kind of questions

<p>related to the office's equity and inclusion efforts.</p>	<p>help w/ outreach & engagement to get word out of ECO's work.</p> <ul style="list-style-type: none"> ○ Bennett – Does ECO have mapping that coordinates neighborhoods by income or racial makeup AND polluted sites? DCD and DNR may have this information. Is ECO working w/ brownfield remediation? *Nikki will ask Commissioner Crump to speak on this at next ERC mtg 	<p>they want to ask City agencies so we can prepare the 2022 calendar. *Nikki will have DCD, DPW, and Assessor's Office present at next meeting.</p>
<p>7. Discussion on airing full commission meetings on City Channel to promote greater accessibility to the community.</p>	<ul style="list-style-type: none"> ➤ Snell – We would need to formally ask the Clerk's Office to air meetings on the City Channel, knowing that the ERC could be bumped considering Council priorities and other recordings. If that does happen, we can shift back to Zoom. <ul style="list-style-type: none"> ○ Guequierre – Zoom + Facebook might be more effective, but no downsides to CH. ○ Collins – Great if we could do all 3, might have to consult w/ Clerk's Office. ○ Nikki – RR has had some conversation w/ City Clerk's Office about this, ERC might incur a cost utilizing City Channel. ○ Boling – Would we have to be in-person for meetings in the chambers? Hybrid meetings are possible. ○ Rabatin – Any meetings we have will need to be captioned. 	<ul style="list-style-type: none"> ➤ Commissioner Snell asks the communications committee to consider meeting format – Should we go back to in-person meetings? Hybrid meetings?
<p>8. Communication from Standing ERC Committees</p>	<ul style="list-style-type: none"> ➤ Communications <ul style="list-style-type: none"> ○ Social media plan deferred to next year, Edwin will be posting social media messages. ○ Community listening sessions, hopeful we can start these in 2022. ○ Logo – Colors meant to show equality and vibrancy. Commissioners wants to see bigger lines and we'll proceed w/ finalizing. ○ Proclamations – Hispanic Heritage Month (Guequierre motioned, Gregory second, approved), Transgender Day of Remembrance (Guequierre motioned, Gregory second, approved), LGBT History Month statement, Veterans Day ➤ Compliance & Enforcement <ul style="list-style-type: none"> ○ Meetings cancelled for the rest of the year. ○ AD HOC Policies & Procedures – Work will be ready by the full ERC ○ Hearing trainings and one-pager will be ready for the ERC ○ Snell – Preferred language may go before C&E (will have to reinstate 1 committee meeting to pass preferred language to go through ERC). ➤ Governance <ul style="list-style-type: none"> ○ Onboarding, Refresher – Met and spoke about potential dates. October 1st for the onboarding (Edwin might have to do a Calendly), retreat would come after that (October 16th). Might want to hire a consultant to help w/ strategizing fall retreat. Bader Foundation willing to pay for lunch to ensure kosher food on their premises. ○ ERC looking for an 11th commissioner. ➤ Outreach & Education <ul style="list-style-type: none"> ○ Welcome to Commissioner Cook to O&E 	<ul style="list-style-type: none"> ➤ Commissioner Bennett will reinstate an upcoming meeting to hear preferred language. ➤ Commissioner Snell wants committees to determine intersectional goals. ➤ Edwin to email out the 11th commissioner needs to the ERC. ➤ Edwin/Patricia to work on October L&L flyer. ➤ Rebecca will work on awards for IHRD. ➤ Edwin to share JL meeting on Legistar.

	<ul style="list-style-type: none"> ○ With logo approved, promo items n’ such can now be ordered. ○ Pens and hand sanitizers will be ordered, can consider new items next year. ○ September’s L&L will be moved to October (Moua motioned, Snell seconded, approved). ○ November L&L will be done by Commissioner Bennett (Native American theme) ○ December L&L will be done by Commissioner Cook and community member Quentella Perry on reentry programs. ○ IHRD will be celebrated in December, 11AM-12:30PM, Rebecca provides an update. <p>➤ Executive Committee, Snell</p> <ul style="list-style-type: none"> ○ Training – will be looking for opportunities, as we do have a budget for this. ○ City Department reporting will be moved to Executive Committee. Nikki Purvis provided a department schedule to Commissioner Snell. ○ Judiciary & Legislation Committee meeting – Success, lots of questions. Ald. Hamilton would like the ERC to revisit the ‘No Cash’ policy, Ald. Murphy would like to see a flowchart of how rights violations are dealt with (from when/how it happens to successful resolution), as this can help alders determine what rights violations are (including a list of examples). Ald. Murphy would also like to see ERSp and/or ERC commissioners at community meetings. Ald. Spiker would like to see rights violations trainings for legislative aides, as this can help route concerns to the ERC. All were in agreement w/ tracking rights violations after they’re referred. All are looking for AAPI hearing. Toolkit will serve as a resource to the Council. Committee members feel that complaints should be tracked, whether ERC handles it or not (refers out to different agencies). 	
9. Announcements and community comments	➤ None.	
10. Adjournment	➤ Cook motions, Guequierre seconds. Adjourned 6:59PM.	