

CITY OF MILWAUKEE EQUAL RIGHTS COMMISSION

Full Commission Meeting Minutes

Meeting Date: Wednesday, November 17, 2021, 4:30PM – 6:30PM (Virtual)

Attendees:

* Chair
** Vice Chair

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| <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 checked="" type="checkbox"/> William (Bill) Crowley | <input checked="" type="checkbox"/> Edwin Huertas |
| <input checked="" type="checkbox"/> Mayhoua Moua | <input checked="" type="checkbox"/> Shelley Gregory | <input checked="" type="checkbox"/> Rebecca Rabatin |
| <input checked="" type="checkbox"/> Nathan Guequierre | <input type="checkbox"/> Jacqueline Cook | <input checked="" type="checkbox"/> Patricia Ruiz-Cantu |
| <input checked="" type="checkbox"/> Jennifer Bennett | <input checked="" type="checkbox"/> Jamal Washington | <input checked="" type="checkbox"/> Taviss Smith |

Guests:

- Lafayette Crump, DCD Commissioner*
Jeff Polenske, DPW Commissioner
Karen Dettmer, Milwaukee Water Works Commissioner
Andray DeCordova, Milwaukee Water Works
Lindsay O'Connor, DPW Infrastructure
Keesha Sutton, Prism Technical Management & Marketing Services LLC
Jill KK, ASL Interpreter
Scott, ASL Interpreter

Agenda Item(s)	Discussion Item(s)	Action Item(s)
1. Welcome / Call to Order	➤ 4:35PM	
2. Roll Call	➤ Commissioner Cook absent (Excused)	
3. Approval of 9/15 ERC Meeting Minutes	➤ Commissioner Snell motions to pass minutes, Commissioner Bennet moves motion, Commissioner Collins seconds. Commissioner Gregory abstains, could not access minutes. Motion passes.	
4. Communication from Standing ERC Committees	<ul style="list-style-type: none"> ➤ Communications <ul style="list-style-type: none"> ○ Highlights – ERC Toolkit has gone quite well and will continue to be worked on throughout January. ○ Budget Status – Budget hasn't been spent b/c no expenses. Guequierre suggests spending money on technology to assist w/ convening in-person meetings. ○ Proclamations (Nov. through Jan.) – IHRD, MLK, MMCC. Guequierre motions to accept and adopt proclamations, Boling seconds. Passes. ○ Plan for Convening the ERC in 2022 – Commissioner Guequierre proposes to purchase 'Owl' camera technology. ➤ Compliance & Enforcement <ul style="list-style-type: none"> ○ Complaint Intake Procedure – In draft form, more technical work has to go into policy. Ad Hoc will continue to work on draft to 	<ul style="list-style-type: none"> ➤ Edwin to speak w/ ITMD RE: 'Owl' camera technology feasibility (https://owllabs.com/products/meeting-owl-pro) ➤ Edwin to share Preferred Language clause with Mayor's Office for awareness.

	<p>finalize by next meeting. Commissioner Snell motions to table budget discussion to next ERC meeting, Commissioner Gregory seconds. Motion passes.</p> <ul style="list-style-type: none"> ○ Preferred Language – Commissioner Bennett recommends approval of Preferred Language Policy, Commissioner Crowley seconds to open discussion. Commissioner Snell explains history behind Preferred Language policy, Commissioner Collins concerned w/ residents being able to acquire language services (City can assist). Commissioner Gregory has concerns w/ entities compliance to offer language access resources (more aspirational than mandatory). <p>➤ Governance</p> <ul style="list-style-type: none"> ○ Fall Retreat Update – Review who we are, how we collaborate, identify focus areas, strategize and align committee work. Retreat on hold until administrative side is smoothed out. ○ Onboarder & Refresher – Commissioners Collins and Snell will moderate and can be moved forward. New dates will be discussed in the near future (in 2022). ○ Commissioner Handbook Update – Hasn't been voted on as a final document ○ <i>Other – Open Records Training, OEI vision, and 'Owl' camera tech training, meeting procedures will be discussed in a future meeting.</i> <p>➤ Outreach & Education</p> <ul style="list-style-type: none"> ○ International Human Rights Day – Scheduled for 12/11/21, focus on Human Rights Challenges Facing Democracy's Future, speakers are confirmed. Flyers have been translated and posted. ○ Equality Awards – Call for nominations have gone out, received 3 nominations for 4 categories. We should honor nominations, not limit. ○ Lunch n' Learns – November is Native American Heritage Month. Panelists are confirmed, will occur tomorrow. Commissioner Cook is handling December's Lunch n' Learn w/ Quentella Perry and The Way Out (12/1, 12pm-1pm) ○ ERC Toolkit – Osher presentation went well, incorporated toolkit messaging, Commissioner Guequierre will be finishing <p>➤ Executive</p> <ul style="list-style-type: none"> ○ IAOHRA Membership, Annual Conference – We are now members, if commissioners 	
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	<p>are interested in attending the conference, please let Edwin know.</p> <ul style="list-style-type: none"> ○ ERC Timeline <ul style="list-style-type: none"> ▪ December 2021 – Committee Priorities for 2022 ▪ January 2022 – Full Commission Meeting, Elections ▪ February 2022 – Committee Meetings, Elections, Budgets ▪ March 2022 – Committee Annual Budgets for 2023 	
5. Communication from Keesha Sutton with Prism Technical Management & Marketing Services, LLC related to the City's American Rescue Plan Act outreach and engagement	<ul style="list-style-type: none"> ➤ Jeff Roman joins Keesha Sutton, representing Milwaukee County and is looking to partner w/ City. ➤ Prism Technical in charge of handling outreach and engagement w/ ARPA dollar allocation. ➤ Keesha shares efforts on engagement, open to holding and participating in events. ➤ Patricia, DOA, is holding a bilingual ARPA session on 11/30. 	
6. Communication from the City's Department of City Development related to the office's equity and inclusion efforts.	<ul style="list-style-type: none"> ➤ Commissioner Crump shares a slideshow ➤ Emphasis on recovery, growth, improvement, and expansion. DCD reaffirms its mission to improve quality of life for all Milwaukeeans. Working on housing buying and affordability via NIDC, GARE Racial Equity Toolkit, working w/ contractors, rental rehab, Couture, Milwaukee Tool, etc. DCD will continue working w/ City departments in sharing their plans and best practices. DCD is examining social media practices to gauge community engagement and metric collection. 	<ul style="list-style-type: none"> ➤ Edwin to share slideshow w/ ERC.
7. Communication from the City's Department of Public Works related to the office's equity and inclusion efforts.	<ul style="list-style-type: none"> ➤ Karen Dettmer, Milwaukee Water Works – Sharing work on Water Equity Task Force and IDEAs (Inclusion, Diversity, Equity, Access) group. MWW found inequitable gaps in their practices and took immediate steps to fix. Andray DeCordova reads out on IDEAs Group activity. ➤ Lindsay O'Connor, Infrastructure – Infrastructure created a REI Leadership group, improving communications, conducted surveys, updating job descriptions, employee feedback and listening sessions, etc. 	<ul style="list-style-type: none"> ➤ Edwin to ask City-County Taskforce on Climate and Economic Equity to present at a future ERC meeting. ➤ Edwin to share slideshows w/ ERC.
8. Announcements and community comments	<ul style="list-style-type: none"> ➤ Transgender Day of Remembrance is on 11/20/21. 	
9. Adjournment	<ul style="list-style-type: none"> ➤ 7:41PM 	