

Equal Rights Full Commission Meeting

May 19, 2021

<u>Topic</u>	<u>Proposed</u>	<u>Action</u>
Call to Order	Commissioner Tony Snell	The meeting was called to order at 4:34p.m Quorum met
Roll Call	Present at roll call	Present 7– Commissioners: Snell Rodriguez, Boling ,Collins, Guequierre, Moua, Crowley Joined at 5pm 1- Commissioner Bennett
Approval of Minutes	No objections	Minutes approved
Acknowledgements & Community Voices	Commissioner Snell made the following acknowledgements for their work with the community	Paid tribute to the generations Asian Americans and Pacific Islanders to celebrate AAPI heritage month in May.
AAPI Hearing	Acts of Hate, Violence and Harassments of American Asians and Pacific Islanders has become a civil rights crisis.	ERC issued a statement on March 22,2020 repute rating acts of bias of AAPI persons demanding a comprehensive responsive and coordinated response As a result a complaint hotline was created
Panelists Ron Kuramoto, President of the Japanese American Citizens League, Wisconsin Chapter and AAIP Coalition of Wisconsin	4 Objectives <ol style="list-style-type: none"> 1. Support AAPI legislation 2. Encourage engagement in the political process 3. Organize on behalf of member organizations 4. Advocate for AAPI education 	Suggested Recommendations: City of Milwaukee should partner with AAPI community stakeholders and organizations to facilitate, coordinate and implement awareness prevention and education strategies to address anti-Asian hate crimes and incidents occurring in the City of Milwaukee

<p>Rise in Anti-Hate Crimes National Statistics provided by Stop AAPI Hate group</p>	<p>6,603 incidences of Anti-Asian Hate crimes reported from Mar 2020-Mar 2021</p> <p>65.2% Verbal harassment 18.1% Shunning deliberate avoidance of Asian/Pacific Islanders 13% Physical assaults 10.3% Civil Rights violations such as workplace discrimination, refusal of service, being barred from transportation 7.3% Online harassment</p>	<p>ERC should serve as the first point of contact to facilitate Milwaukee residents in filing complaints and reports of anti-Asian hate incidents and individuals arrested and convicted of anti-Asian hate crimes in the City of Milwaukee</p>
<p>Dr. Maysee Her, Executive Director of the Hmong Wisconsin Chamber of Commerce</p>	<p>Work with small business and underserved Asian communities. Provide financial services, marketing strategies, workshops and webinars to entrepreneurs and small business owners. There has been small business owner's properties being vandalized.</p>	<p>Objectives Let small business owners know that the City is available to them for support, visiting them, sending notices, or contacting them directly. Make them aware of who to contact within the City.</p>
<p>Inspector Willie Murphy & Inspector Paul Formolo Milwaukee Police Department</p>	<p>Insp. Murphy leads up the executive command in charge of Patrol Bureau for all 7 Milwaukee police districts</p> <p>Insp. Formolo overseeing the Criminal investigation Bureau</p>	<p>Today's signing of the Hate Crimes Bill will open up funds to local law enforcement to collect data and to better access what's going on in the city.</p>
<p>Odaloh Ohiku, Deputy City Attorney</p>	<p>A call to action against hate crimes</p>	<p>Make the City Attorney's Office more diverse and inclusive. Recognize acts of discrimination and taking active steps that are deliberate and intentional in addressing hate crimes.</p>
<p>Pardeep Kaleka, Interfaith Conference of Greater Milwaukee and AAIP Coalition</p>	<p>Concerned with the racists Asian association of the Pandemic</p>	<ul style="list-style-type: none"> • Take threats more seriously with responsible reporting the voice of who is effected • Publicly condemn racist language and the racist association of Asians to the virus • Appropriately report all hate crimes to track the cause and allocate resources • Call state senators and government representatives to support legislation around hate crime reporting

		<ul style="list-style-type: none"> • Develop educational programming to teach youth and adults to be culturally aware and sensitive • Establish real representative models of diversity and inclusion that have influence and decision making abilities • Allocate financial resources for small businesses experiencing financial struggles due to anti-Asian bias
<p>Comments from Commissioners and Panelists</p>	<p>Vice Chair Collins Com. Moua Com. Guequierre Com. Bennett Com. Boling Com. Crowley Com. Snell</p>	<p><u>Com. Collins & Moua</u> gave first hand testimonies of racism. Shared examples of personal experiences.</p> <p><u>Com. Guequierre</u> asked MPD inspectors Q. Is there a rise of race based violence for Asians in Milwaukee?</p> <p>A. Aware that it's prevalent in other cities but not reported as much in Milwaukee.</p> <p><u>Pardeep Kaleka</u> made a comment about targeted violence directed at certain communities and suggested officers visit local business and introduce themselves and being visible to help create a village. Communications committee is putting together a plan to refresh their community listening sessions.</p> <p><u>Com. Bennett</u> stresses the importance of community and said that talking about race is not racist.</p> <p><u>Com. Boling</u> asked inspectors if citizens have the ability to report incidences in other languages. Inspectors said they do have special language line to reach out to interpreters. They also have promotional materials in other languages that is sent out to the community. They do not have a dedicated officer for the AAIP community but can be pursued with further discussion. Officers do go through cultural competency training.</p> <p><u>Com Crowley</u> asked how involved the Police Dept. is in community outreach programs. Education seems to be key to create a village of understanding everyone's differences.</p>

		<p>Com. Snell summed it up by saying we need to check in with our state and federal governments and follow up to make sure protected classes are satisfied. Have liaisons appoint front line contacts and offer more training to move forward. Work with law enforcement in a team effort to come together to create the opportunity to get the Asian community pamphlets in their language. ERC needs to have complaint forms available in multiple languages. Designate a mechanism within the city to serve the routing function for a language barrier, have one entry point. Make sure that there is follow up to these matters. Internal components of infrastructure start with ERC. Com. Snell is hoping Odalo Ohiku will be on board to represent the City Attorney's office for the ERC. Regarding community outreach; would the communications committee be willing to get information out on Water Bills about the ERC and the services they offer. Please look at the complaint process on the ERC web site for any suggestions. Next hearing will be in July which will cover the impact on civil rights implications on racial health disparities as it relates to racism as a public health crisis.</p>
<p>Communication from Office of Equity & Inclusion</p>	<p>Chief Equity Officer, Nikki Purvis</p>	<p>Annual reporting, chapter 109 Public facing depts. The list includes DCD, DPW, MPD, MFD, DNS, MPL, Assessors and Treasures offices. MHD is on the next agenda. If we hear from 3 departments over the next 3 cycles that would cover those. OEI leadership team engaged to meet with all departments on monthly basis to talk about the work city departments will do to advance and address racial equity in city government. Report on funding, any type of programs, outreach to be in alignment for consistency for reporting on committee work to present to the council and to the commission. Nikki will put a schedule together of when to meet with each department.</p>

		<p>Com. Guequierre asked if the city using any standardized format for each departments reporting. Nikki says that needs to be developed.</p> <p>Update: Offer to be made in the next few days to the Equal Rights Officer position. The Mayor has approved the appointments for new commissioners which will be included in June 7 cycle. City Wide Equity Plan staff going through equity training. There will be training available for Commissioners at the end of July. Plan is to provide quarterly report of OEI activities since January on June 30. Reached out to Ald. Bauman office about inclusive restroom draft and will get to them by the end of the week. Kate is compiling visual tools and report on complaints. Waiting on guidelines from treasury office on how outside agency and commissions can apply for funds from the American Rescue Plan. Com. Snell would like the form to assess budget needs. Regarding the three new commissioners and ERC specialist, where would they best be served? Need ERC handbook for distribution.</p>
<p>Communication from Budget Office</p>	<p>Eric Pearson</p>	<p>Will have to reach out to him to see when he is available. F & P meeting next week at 4pm. Can get information about guidelines for American Rescue Plan from this meeting.</p>
	<p>Communications</p>	<p>New member Daisy Diaquino, who is a marketing communications professional, has made a big impact with ERC's Facebook page. Completed ERC's annual report; draft to be submitted to Common Council and Mayor's office. Developed perimeters for social media program for and effective way to communicate. Developing a plan for a series of video testimonials of 30 to 50 seconds long of our community partners about working with ERC. Planning effort to formalize a plan for community listening, how to do effectively.</p>

	Compliance & Enforcement	Waiting for new commissioners to come on board to set priorities. Have timeline to work on for the next steps.
	Governance	Three new appointments are upcoming. Need to pair up with the communications committee to put out E-Blast to notify organizations of commissioner opening. Fall retreat, possibly cancelling September meeting and replacing with retreat meeting for 4 hours on a Saturday in September. Will send out a Doodle link to see what day works best and will be a facilitated event like last time. Odalo Ohiku, Deputy City Attorney will fill in for Ben Roovers. Darryl Davidson from the Office of African American Affairs is willing to partner with ERC. Maybe have to roll into October for retreat meeting.
	Outreach & Education	Compiling Lunch & Learn events are coming along, working to confirm presenters and moderators and get information on flyers to get out to the public, especially the dates. Subcommittee is working on International Human Rights Day. Another subcommittee is putting together a tool kit about the ERC on how they public can partner, how to fill out complaints and inform the community about the impact and purpose of the ERC. Looking for partnerships with individuals, organizations and community participation.
Announcements & Community Commitments		Move forward on choosing of Vice Chairs of committees as we onboard new commissioners and see at what capacity and value by looking over their resumes to assign to the committees where they may be best suited. Amplify the recruitment for the eleventh commissioner.
		Com. Snell read the letter to Ben Roovers thanking him for his service to the ERC team as legal counsel. Reminder of Lunch & Learn tomorrow. Special F & P

		meeting that is specific to American Rescue Plan Act, it's an opportunity for the public to provide for comments of how they would like the city to expend those funds.
Adjournment	Motion to adjourn at 6:24 p.m.	Next full commission meeting will be in July