

City of Milwaukee Equal Rights Commission
Strategic Planning MEETING SUMMARY
January 18th 2019 – 2:00pm – 4:45pm
Consultant, Denise Patton
BDP & Associates

- **Welcome/2018 Recap of Activities and Discussions**

Denise provided brief review of agenda items below from the previous two meetings.

- *ACTIVITY: Getting to Know You Better* – Introduction Activities
- *DISCUSSION: Why Are We Here?* Strategic Planning Overview/Consultant Role/Planning Team
- *ACTIVITY & DISCUSSION: The Power of a Paradigm* – Shifting Our Thinking – Accepting Our Differences
- *ACTIVITY & DISCUSSION: Becoming A Successful Team* – How Will We Succeed? Understanding how the group **MUST** work to be a team
- *ACTIVITY & REVIEW: Confirming Deliverables* for Our Strategic Planning

- **PLANNING DISCUSSION:** Results of Pre-meeting Work

Group spent time reviewing and sharing their input on the deliverables chart received prior to meeting. Many areas crossed among several group members identifying common ground items for further discussion and planning, i.e. mission, ERC structure, ERC role, collaboration and partners internal and external

- **Confirming Deliverables**
 - What to accomplish through strategic planning
 - Priority focus areas for planning
 - Measures of success

- **Activity & Discussion:** Defining the Mission of The Equal Rights Commission

The group engaged in generative conversation about the work of the ERC, its history and evolving structure and work since inception. The group then spent remaining time constructing a mission statement. An agreed upon draft of the mission statement concluded the meeting time. MISSION: To promote and protect equality, equity and human rights through education, enforcement and community engagement.

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City of Milwaukee Equal Rights Commission Strategic Planning **MEETING SUMMARY**

The following item was tabled until the next planning meeting. Denise will provide a worksheet to gather the team's insights prior to the meeting.

- **COLLABORATION PLANNING** - Others to Engage – WHO, WHY & HOW?
 - Constituents/Stakeholders
 - Partners
 - Others?

- Confirm Standing Meeting Schedule - February 2019

The next planning meetings were confirmed as follows: February 8th 9am – NOON and February 28th 9am – NOON. Jessica will confirm room location for meetings.

- Confirmed Retreat Dates and Times – **The retreat is confirmed for March 15th and 16th. More details will follow closer to the date. The planning team will confirm who should be invited to the retreat for input at intervals appropriate for the topic.**

- Wrap Up – Closing Remarks

Denise thanked the team for staying beyond our time to complete the work on the mission statement. It was decided that the next two meetings would be for three (3) hours (9am – noon) to give enough time for the planning work.

- Reflections – **Denise distributed a reflection sheet and asked the team to complete and bring to next meeting or send ahead of the meeting.**

Planning meeting adjourned at 4:45