



MINUTES

BOARD OF EQUAL RIGHTS COMMISSIONERS

February 20, 2019 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 Jennifer Bennet

Commissioner Nathan Guequierre

Sharon Robinson, Dept. of Administration

Jessica Langill, Dept. of Administration

Eric Pearson, Dept. of Administration

Ben Roovers, City Attorney's Office

Patricia Ruiz-Cantu, Dept. of Administration

Rebecca Rabatin, ADA Coordinator, Dept. of Administration

James Hannig, Department of Public Works

Mike Amsden, Department of Public Works

Shelley Gregory, FORGE

Denise Patton, BDP & Associates

Abril Curiel, Fair Housing Council

1. Call to Order

The meeting was called to order at 2:33 p.m. by Commissioner Ordonez. Quorum met.

2. Roll Call

Present at roll call:

Commissioner Chez Ordonez, Acting Chair

Commissioner Tony Snell
Commissioner Jennifer Bennett
Commissioner Nathan Guequierre
Commissioner Mayhoua Moua

Commissioner Martha Collins arrived after roll call

3. Approval of Minutes from December 14th Meeting

No objections. Minutes approved.

4. Accessible Bike Pilot & Multimodal Unit Update (James Hannig & Mike Amsden)

James Hannig stated that there was an accessible bike workgroup meeting last Friday. The pilot is moving forward and DPW is in the process of procuring 17 bikes. They are hoping to expedite the purchase and roll out the pilot in the spring of 2019. The pilot program will run through 2019 and be assessed for success at the end of 2019. Bublr will retrofit the bicycles to be stationed in the existing Bublr docking stations. He stated that DPW will need ERC help in spreading the word about the pilot program once it's rolled out.

James Hannig stated that the bulk of the work for the workgroup has concluded, but that there will be periodic meetings after the pilot program begins to assess success and work out any potential issues they may come up. Commissioner Ordonez asked what the final outcome of the workgroup was and if a final report with workgroup recommendations will be issued. Mike Amsden stated the main deliverable from the workgroup is that a pilot program has been created to add adaptive bikes into Milwaukee's bikeshare program. He stated the workgroup may put together a one-pager to outline the workgroup's recommendations and findings, but that the workgroup met the intended deliverable.

Commissioner Ordonez asked how the community will continue to be included in the pilot process. Mike Amsden stated DPW committed to meet with certain stakeholders from the workgroup on an as-needed basis, such as creating success metrics and a community awareness plan. Mike Amsden stated that the financial impact will be considered, including future operating costs. Commissioner Ordonez requested a final report from the workgroup to see if there is anything ERC can continue to assist with. He also requested a fiscal note for the cost of procuring bikes. Commissioner Guequierre stated it was important to think creatively about evaluation metrics (beyond ridership) and asked if the ERC could look over those metrics before they are decided upon.

Mike Amsden stated that DPW would like to continue working with ERC on transportation equity issues after the accessible bike pilot begins. He shared that he sees a potential partnership in moving forward with DPW's Complete Streets Policy – which states that the city will be considering all modes of transportation and all people who use these modes of transportation in all future decisions. He stated that this policy has a strong focus on the most

vulnerable populations and that equity and community engagement are a major priority. He stated DPW realizes they need to do a better job at engaging communities and finding out what is most important to people in Milwaukee communities.

Commissioner Ordonez asked if the Complete Streets Policy resolution would impact the accessible bike pilot program. Mike Amsden stated the resolution mainly applies to infrastructure and the public right-of-way. He stated that for the pilot program to be successful, city streets need to be safer for residents to feel comfortable using the bikes. Commissioner Guequierre asked if the resolution addresses funding allocation, specifically for underfunded communities. Mike Amsden said the Complete Streets Committee is tasked with creating policies that ensure equity in funding.

James Hannig stated DPW is also working to develop the city's first pedestrian plan with the goal of making Milwaukee a safer more enjoyable more accessible for walking. They did research and community engagement to and are having a second community meeting on March 5th. He asked for ERC support in promoting the community meeting. Mike Amsden stated the plan is available online. Commissioner Guequierre stated he was very impressed with how the safety report was presented and the thorough analysis of the data.

5. Strategic Planning Update (Denise Patton)

Commissioner Ordonez stated that Denise Patton, BDP & Associates, is the strategic planner for ERC and has been working with the Strategic Planning Committee over the past months. Denise Patton stated the committee has accomplished a great deal over the past months and that there are a few things left before the full commission meets for the strategic planning retreat. She said it is important for any Commissioners that have not been a part of the process as of yet to go through all documents provided and to give any feedback and input on the work that has been done so far. She asked Commissioners to focus on the new mission and the list of focus areas.

Denise Patton stated that the Strategic Planning Committee has begun the work of getting to know who the ERC really is and what the ERC does. She stated the next step is to consider what other voices need to be heard in creating the strategic plan. Collaboration and partnership with both internal and external partners will be the next focus area of strategic planning. She asked Commissioners to complete the partnership worksheet before the next Strategic Planning Committee meeting (next Friday). She also stated that a decision needs to be made when internal and external partners will be invited to join in on the strategic planning process. Denise Patton stated bringing other partners to the table will help with buy-in and support and mitigates some misinterpretation and misrepresentation of what the ERC does.

Commissioner Snell thanked Denise Patton for the work she has done with the ERC so far. He asked if stakeholders would receive materials when invited into the strategic planning. Denise stated that it will depend on the stakeholder and how knowledgeable they are about the ERC and the strategic area they are being invited to participate in.

Commissioner Ordonez pointed out the draft mission statement that the strategic planning committee worked to put together. He stated the mission statement encompasses what work the ERC can do per the Chapter 109 Ordinance. Commissioner Snell stated that the mission statement states what the ERC does and how it does it. Commissioner Ordonez stated that committee structures were also discussed in the last committee meeting. He stated that meeting as a committee of the whole each month does not allow for enough work to be done. Commissioner Guequeirre stated the importance of really putting thought into who will be a strategic partner in the future.

6. Outreach/Events Committee Update

Commissioner Snell stated the Human Rights Day Committee has broadened scope to outreach and events. He stated the committee is planning to meet monthly along with community partners. Commissioner Snell stated that the committee is already in the planning stages of the Human Rights Day Celebration to be held in December. He stated the ERC will be celebrating its 75th Anniversary this year and the committee will be planning an event to celebrate it at the end of July. Commissioner Snell stated that the committee has requested that LRB go over the history of the ERC and identify commissioners in the past that have made significant contributions so they can also be invited to the anniversary celebration. He stated once a more detailed plan is put together, the committee will bring it to the full commission for feedback.

Commissioner Snell stated the committee also debriefed on the 2018 Human Rights Day Celebration. While the committee loved the venue (America's Black Holocaust Museum), they felt that the event had outgrown it and they will be looking for a new venue for 2019. The committee also really liked the story telling and entertainment. He stated that the story telling in the Human Rights Day Celebration could be considered a listening session as to not over schedule events for 2019.

Commissioner Ordonez stated that the committee should quickly identify the rest of the meetings and events for the rest of the year so that it all can be added to the ERC calendar. He also stated that there is work being done on putting together a March listening session with the Lt. Governor Mandela Barnes and a focus on African American issues. Jessica Langill stated the potential listening session date is March 20th, but that she has not yet heard back from the Lt. Governor's office.

7. March Listening Session Update

Covered in Agenda #6

8. Follow-up Discussion on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

Commissioner Collins stated that in light of International Women's Day coming up in March, she wanted to bring CEDAW back up to the ERC. She stated there is a great opportunity for the

City of Milwaukee to sign on to the Cities for CEDAW campaign. Commissioner Collins brought a motion forward to have LRB do an analysis of peer cities and the success of other places that have signed on to the Cities for CEDAW campaign.

Commissioner Collins moved that the Equal Rights Commission request from the Legislative Reference Bureau (LRB) a study describing if and how peer cities have begun to address the technical implications and financial challenges, if any, to provide a gender analysis of city operations (ex. Workforce program budget) to identify which cities nationally, regardless of peer city status, have taken steps to address this issue. It is recommended that the study identifies the means cities have taken to address this issue whether through council resolution, executive action, departmental initiative, or otherwise.

Commissioner Jackson seconded the motion. Commissioner Guequierre asked if there was a way to be more specific about what exactly the ERC is looking for from LRB. He suggested adding more specific language that would make the scope less broad. He said specific data requests would be helpful. Commissioner Ordonez stated we could send a sample resolution and CEDAW framework along with the motion to LRB. Commissioner Ordonez asked Commissioner Collins to provide a list of all municipalities that have passed a similar resolution.

No objections. So moved.

9. Community Dialogue & Upcoming Events

Jessica Langill reminded the commissioners to turn in their Annual Statement of Economic Interest. She stated she sent an invite for the State of the City Address, which will be held at Fiserv Forum on March 11th at 8am. Anyone interested in attending should RSVP. She stated there is a screening of a documentary and a talk-back session about how big tobacco companies target black communities being held at UWM on Thursday, February 21st. She also shared that Frank Martinelli would be doing a presentation about repositioning nonprofit organizations for deep systems change on March 13th at 2:45pm at the Washington Public Library.

Commissioner Moua shared there would be a hearing tonight at 6pm about youth justice reform at the Ma-Ruf Center for Youth Innovation. She stated this discussion would be about the closing of the youth detention center. Commissioner Snell stated Cream City Foundation is having their state of the foundation address on February 26th. Courage Milwaukee will be hosting their grand opening on February 28th at 4:00pm. Commissioner Guequierre stated the Urban Economic Development Association is hosting their carnival-themed annual fundraiser at Renaissance Place this coming Saturday.

Shelley Gregory, FORGE, stated that they wanted to make the commission aware that there will be upcoming changes to the International Plumbing Code that should help with bringing gender inclusive restrooms to city buildings. Commissioner Ordonez stated that gender inclusive restrooms were not added to this agenda because the ERC is waiting on the report from the Legislative Reference Bureau (LRB). He stated there should be an update on the report and next

steps the ERC will be taking at the next meeting. There was discussion on when the policy changes will be implemented. Shelley Gregory stated they would find out the date the policy will go into effect. Commissioner Ordonez stated that the ERC would put together a community workgroup to discuss gender inclusive restrooms. Becky Rabatin stated that Wisconsin has its own plumbing code that is updated every three years. The last update occurred in 2018. She stated that it is up to the state to adopt the international building code. She also stated that there are two individuals identified from the Department of Public Works to be a part of the gender inclusive restrooms workgroup.

10. Next Meeting Date: *TENTATIVE* Wednesday March 20th, 2019 @ 5:00pm. Location TBD.

11. Adjourn

Meeting adjourned at 3:57pm

jml