



MINUTES OF EQUAL RIGHTS COMMISSION

MONDAY, AUGUST 16, 2021, 5:00 PM

Virtual Meeting. Public may join via Zoom.

A. ZOOM MEETING INFORMATION.

I. This item contains documents which provide call in information and instructions for the Zoom meeting.

B. ROLL CALL.

I. Members: Ald. Veronica Corpus-Dax, Cristina Ortiz, Isaac Kabacinski, Michael Vinson, Marcus Grignon, Tara Yang, Elizabeth Kostichka, Jon Shelton, and Said Hassan

Present: Ald. Veronica Corpus-Dax, Cristina Ortiz, Michael Vinson, Marcus Grignon, Tara Yang, Elizabeth Kostichka, Jon Shelton, Said Hassan, Mayor Eric Genrich, Chief of Staff Amaad Rivera, Diversity and Inclusion Coordinator Raiya Sankari-Diaz, and Human Resources Director Joe Faults.
Absent: Isaac Kabacinski-excused.

C. APPROVAL OF THE AGENDA.

Moved by Ald. Veronica Corpus-Dax, seconded by Michael Vinson to Approve the agenda.
Yes- Veronica Corpus-Dax, Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Jon Shelton, No- None, Abstain- None.

D. INFORMATIONAL.

I. Introductions.

Moved by Jon Shelton, seconded by Ald. Veronica Corpus-Dax to Receive and place on file.
Motion .

Yes- Veronica Corpus-Dax, Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Jon Shelton, No- None, Abstain- None.

2. Presentation by the City of Green Bay staff on the roles and responsibilities of the Equal Rights Commission.

Moved by Tara Yang, seconded by Marcus Grignon to Receive and place on file .
Motion .

Yes- Veronica Corpus-Dax, Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Jon Shelton, No- None, Abstain- None.

E. REGULAR BUSINESS.

1. Consideration with possible action to appoint a Chair.

Moved by Ald. Veronica Corpus-Dax, seconded by Jon Shelton to Approve Tara Yang as Chair.
Motion .

Yes- Veronica Corpus-Dax, Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Jon Shelton, No- None, Abstain- None.

2. Consideration with possible action to appoint a Vice Chair.

Moved by Tara Yang, seconded by Ald. Veronica Corpus-Dax to Approve Jon Shelton as Vice Chair.
Motion .

Yes- Veronica Corpus-Dax, Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Jon Shelton, No- None, Abstain- None.

3. Consideration with possible action to discuss the needs of different groups and diversity, equity, and inclusion in the City of Green Bay as a community and organization.

Moved by Ald. Veronica Corpus-Dax, seconded by Cristina Ortiz to hold until the next meeting.
Motion.

Yes- Veronica Corpus-Dax, Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Jon Shelton, No- None, Abstain- None.

F. ADJOURNMENT.

Moved by Michael Vinson, seconded by Ald. Veronica Corpus-Dax to Adjourn.
Motion .

Yes- Veronica Corpus-Dax, Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Jon Shelton, No- None, Abstain- None.

VERBATIM MINUTES

- Just one second here. Alright. So we should be good to go. Should be recording. Should be set to roll call. And since we don't have a vice chair at this point, what I can do is I can run us through a roll call. I'll say your name, and if you're present, please say present. So we can start with all Alder Corpus-Dax.

- Present.

- Christina Ortiz.

- Present.

- Michael Vinson.

- Present.

- Tara Yang

- Present.

- Jon Shelton.

- Present.

- Said Hassan.

- Present.

- Marcus Grignon.

- Present.

- And then Elizabeth Kostichka. Did I say that correctly?

- Perfect. Yes, present.

- Alright. Got lucky. Okay. So we're all present. Now. I got to go back to our software here. Just one second here. Okay. Should be good. So now we're on to approval of the agenda. So at this point with the approval of the agenda, this would be the time, or if we want to change an items around, I don't think we're going to do that today. But for some reason let's say we had an item, at the bottom of the order. And we knew that the members of the public wanted to speak on it. Sometimes we move it up to the top. So the public isn't waiting for a long time. Or if we have an item where a commissioner, maybe isn't going to be present for the whole meeting. And we want them to be present. So we might move that up as well. But today I don't think we're going to be changing the order up. So if we're not, I guess what I can do is take a motion to approve the agenda and a second.

- I move to approve the agenda and I'll do the second.

- Second.

- Right, so motion to approve by Alder Corpus-Dax and then seconded by Michael Vinson. So all in favor, please say aye.

- Aye.

- Aye.

- Aye.

- Aye.

- And then all opposed say nay. Yep. Go ahead. I heard someone say question or no. I might be hearing things. Okay. So we have motion. Just one second here. And we should be all set. Okay. Alright so a one second. Alright, so that motion approved. So now we're onto the informational items with the introductions. So I'll turn it over to mayor Genrich to start us off with introductions.

- Well, good evening everybody. I'm Eric Genrich, Mayor of Green Bay. I'm really excited to be joining you all. And just wanted to thank you for stepping up and accepting the appointment to serve on the Equal Rights Commission. You know, we've as a city, we've had some similar bodies like this in our past. But for whatever reason, kind of lost the thread. Lost track of them. And haven't had an equal rights commissioner, a human rights commission formed and meeting for a very long time in the City of Green Bay. And so just very excited by this moment. Appreciative as I said to you all for stepping up and accepting to serve on this commission. Also very grateful to Lindsay Mather who's joining us who, is the first person who drafted the Equal Rights Ordinance. Which included a lot of anti discriminatory language, but also the creation of the Equal Rights Commission. So grateful that she's going to be assisting you all and was super helpful in creating this body in the first place. Also wanted to recognize Raiya who is of course going to be, offering an introduction. But she's our diversity and inclusion coordinator and has been really instrumental in moving a number of these initiatives forward. I think a number of you know Amaad Rivera-Wagner who's my chief of staff. Was also very helpful in his first days, really getting to work on this piece of legislation. Working with alders, principally Alder Dorff, who is the author of this ordinance. And was really instrumental in bringing this forward. So wanted recognize him for his work as well. So thanks for joining us. This is as I said, really exciting to me. It's a big deal for this city. I think it says a lot about, where we are and hopefully where we're moving. And I think our, the timing of this meeting is pretty apt in that it comes just, I think, less than a week. Away from when new census numbers were released for all communities across the United States. Including the City of Green Bay. Which I think we saw a lot of good news contained in those numbers. First of all, we're growing. And as an urban community, that's a really, really positive sign. Of the top five communities in the state of Wisconsin, we're the second fastest growing Madison. You know growing by leaps and bounds I think everybody knows. But we are number two in that regard. Kenosha was third and then, Milwaukee and Racine actually losing population. So we're really fortunate to be in a spot of growing by 3%. From 104,000 to roughly 107 plus thousand residents. But the reason that we're growing, is connected to why we're convening this body as well. We're diversifying as a, as a community. And I think I and you, and a huge majority of our residents recognize that as a real strength. So I think it's appropriate. You know, the timing obviously just kind of worked out in that way. But it's appropriate that we're meeting on that on the heels of that release. And then finally, I just kind of wanted to give you, I guess, my impression or thoughts of the charge of this commission and the work that's ahead of all of us. You know, I really hope that this work will be, I guess, two things broadly characterized. Both substantive, but also celebratory. I think, you know, sometimes these groups or these discussions, kind of pulled into one of the other. But I really want this to be a space of both. Where we focus on, you know, some of these difficult challenges that we see in this community. Identifying injustices and inequities and doing what we can, at the local level to address them. But also using this as a space to celebrate, the diversity that we witnessed in this community every single day. So, you know, it's a tall order. But I know that you all are up for the task. Otherwise, you know, would not have been selected. Certainly would not have accepted the appointment. So again, very grateful to all of you for stepping up. And taking on this task. One final thing, I think related to those comments in terms of what I'm hoping to see out of this commission, We will be providing you all a copy of the essential Kerner Commission. Which was it's a recently released, re-edited and a little bit condensed version of the Kerner Commission report which was a document published in the 60's in the wake of, you know, urban uprisings and some riots and was kind of a diagnosis of why those events occurred. And it wasn't just, you know, solely about police community interactions. There were a lot of other systemic issues going on in the 60's. And unfortunately, you know, some of those things still plague us in terms of inaccessibility to do affordable housing. And far too many people that live in poverty. So, and this was an idea of Amaad's to kind of center this work on this document or using this document. Really to just commission. So like I said, we'll be providing you all with a copy of that. Hopefully it offers a little bit of inspiration to the work ahead. So thanks again for joining us tonight. But more importantly for the work that you've committed yourselves to. I'm really proud of what you're going to be able to accomplish. So glad to be joining you all.

- Well thank you Mayor Genrich. And I can just go, you know, very quickly. I'm Joe Faulds. I think I talked to most of you before the meeting. I'm the human resources director. I've been the director for about four years and I can just echo what the mayor said. You know, we've been talking about diversity and inclusion for the past, you know few years since I've been a director. You know, and with the Mayor's Office, we created the

diversity inclusion coordinator position. And we created the equal rights commission too and that's kind of the first step to really making this, an inclusive community and organization. So I'm very excited about it. And I know you guys are excited too so it's the first step. And I guess let's get started. I guess, Raiya do you want to go next. Then Maybe Lindsay, and then maybe Amaad after Lindsey.

- Sure. Good afternoon. Everybody as Joe and mayor mentioned, I'm Raiya . And I'm the diversity and inclusion coordinator here at the City of Green Bay. I am absolutely delighted to be here with you this afternoon. And I am so excited to just be part of this group and listen to you as commissioners. And really hear about the different variations of issues that you're seeing and hearing about in the community. And I look forward to being an active listener and participant in this process. And I'm here to serve as a resource and really just help to understand more, of the issues in the community. So thank you for joining us and thank you for your participation in this group.

- So we kind of threw a curve ball, Lindsay. We said our introductions are going to be short. But so Lindsay, we're going to hear a lot from you in a little bit. So go ahead.

- As they know, I can usually talk for a little while anyway. So I'm Lindsay Mather. I'm an assistant city attorney here with the city. The Equal Rights Ordinance was actually one of the very first significant ordinances that I had the pleasure of working on, when I started a couple years ago. And it ended up getting passed last July. And so I was really honored to be able, to be part of that process and to still be part of that process is also . So glad to be here with you all tonight and also looking forward to everything you're going to accomplish.

- Hey, everyone. Amaad. Lucky enough to be the mayor's chief of staff. I know many of you and looking forward to knowing, the few of you that I do not. I'm just really excited and passionate that. So many people are coming together to kind of tackle inclusion head on. And just excited to be working for a city, that has so many incredible staff and folks who are focused on diversity, inclusion and putting us on a pathway forward. And I look forward to, if there's anything I can do to be helpful, please let me know. You can always reach out to the Mayor's Office or the mayor directly. He's actually very accessible. And if there's anything else I can do to be helpful, you know, I'm just going to be assistant to Joe and Raiya. And the mayor as we figure out, and as you all figure out, what your plans are moving forward. But I think there's a lot of, really exciting interest on this. And you all will be ambassadors if you will. On diversity, inclusion in the City of Green Bay. So I couldn't be more happy to be working with all of you and look forward to what you'll accomplish.

- So I don't really know a good way to go about this. So I guess I'll just call on people. To start and give an introduction. And Alder Corpus-Dax. I'll start with you as the, member from the Common Council.

- Brings on me right when I'm ready to talk. Hi, my name is Alder Corpus-Dax. I've been on residents of the City of Green Bay for the past 43 years. So I've seen a lot of change in those 43 years of change, in those 43 years of, you know just the changing dynamics of our community. So I was really happy first when that ordinance was proposed and it passed. And now with this formation of this group, thank you all for agreeing to participate. I'm you know, very excited to see, you know, the changes that we can bring forward with this group. It's nice to meet most of you. I know Christina from, she was one of my college professors. So it's good to see her. Raiya welcome aboard. We haven't met yet. being that everything's been virtual. So it's nice to meet you. And I'm looking forward to working with all of you.

- So great introduction to Commissioner Christina Ortiz. Do you want to go?

- Hello everyone. My name is Christina Ortiz. And, you know, as Alder Corpus-Dax mentioned. I teach at the University of Wisconsin Green Bay. Of course I met her when she was my student. She was in kindergarten. Right? You know, I'm very honored to be part of this group. I think is a great, great. It speaks highly of Green Bay as a city to have this group and to, you know, address some of the issues of our community as the mayor said in the introductory speech. We're growing and with growth also comes issues that need to be addressed. So I'm going to try my best to, you know, to help as much as I can.

- Alright. Then if we can go to go Commissioner Jon Shelton.

- Yeah. Hi everybody. Jon Shelton, I'm a professor at UW Green Bay. I'm one of Christina's colleagues. I'm also on the Executive Council of UW and our faculty and staff union here. And serve as vice-president of Higher Education for American Federation of Teachers, Wisconsin. So definitely coming at this from a labor perspective and proud and excited to do that. Just want to really echo what everybody else, you has been saying so far. I feel like this is a very exciting opportunity. You know, I know a lot of the people on this commission already and those I don't, I think I know just about everybody by reputation. So I think it really speaks highly, to the work of the mayor and Amaad in putting together such a great commission. And yeah, it's just it's really exciting to be moving this conversation forward and I'm thrilled to be here. So well, nice to see everybody and thanks for having me.

- And then, Commissioner, Michael Vinson.

- Good evening, everyone. I'm delighted to be here. I lived just down the road from Alder Corpus-Dax with my husband, Todd and our two little ones, Elijah and Ellie. I work professionally at Schreiber Foods. Throughout downtown as a sales director. And there have been heavily involved with our DEI efforts over the years helping to create our DEI council. Served as the founding chair of our Pride Business Resource Group. And outside of work served on the Board for Fair Wisconsin, our stage LGBTQ rights or advocacy organization. And I'm so thrilled to see this come to Green Bay and to be a part of it with all of you.

- Alright, then commissioner Elizabeth Kostichka.

- Hello everybody. Again. My name is Elizabeth Kostichka. I'm originally from Mexico. I know that for the last name, you wouldn't tell that. That's my husband's last name. I have been living in Wisconsin for 31 years. And years when I arrived in Green Bay, there were very few Hispanics. I had to go to Milwaukee for my tortillas once a month. But now I don't know where the last 15 years is just the Hispanic community has just exploded in Green Bay. which is awesome. Many Mexican restaurants and supermarkets and everything. So I am very involved in the community. Always have the volunteer at . I know for the last 25 years or so. Also I am a volunteer at Casa Alva. And started with sister Melanie since the beginning of the planning of Casa Alva. And I'm there every Tuesdays helping. My profession is I am an insurance broker. I have my own, am a small business owner. I have my own agency. For help and like. And I assist the Hispanic community. And also the Anglos, obviously. You know, as an insurance adviser, I help my community a lot into applying for Medicaid. Explain the benefits and trying to find, have access to healthcare. When resources are not available for our community because of legal status. So that's one of the major problems that we have. That hopefully, you know, we're, we can look into that in the future but. Yeah, that's what I do. So I'm an insurance broker. And I'm also right now helping in the Hispanic community to coordinate the vaccines. So a lot of the clinics going on around our, with collaboration, with Casa Alva. You know, Prevea. Different healthcare systems around the system, the city. So yeah, I'm very excited, you know to be part of this commission and I appreciate the invitation. So I'm honored. Looking forward to working with all of you. Thank you.

- And then a commissioner Said Hassan.

- Good afternoon, everyone. My name's Said Hassan. I am the co-founder and the president, executive director of Community Services Agency. Also known as COMSA. I've been working with refugees and immigrants. I lived in different countries. Left my country when I was 10 years old. Can't remember how somebody looks like, but grew up in Kenya and South Africa. And again, ended up in Green Bay. So once, you know Mayor Genrich was, I mean, elected to this position. We have seen change. Started coming to the, to visit the community. Trying to notice the persons of refugees and immigrants. And so for me, serving this commission is another gesture towards a right direction. And knowing also Amaad Rivera on the, you know, getting to know him and get into work with him was also another pleasure. And I, you know, to me, it's more like I came from South Africa. So they call it a rainbow nation. Meaning given people coming together and

sharing different ideas and ideologies and viewpoints. And that's when things work together more, you know, more nicely. So I look forward to working with each and every one of you. I know I do have familiar faces here. But the rest of you, my name's Said. I'm always open to having a cup of coffee. I like talking, learning from others. So yeah, it was just nice coming over and learning and listening from you guys. Thank you so much for the opportunity.

- I may have a Commissioner Tara Yang.

- Hi everyone. I'm sorry if my camera's faced the other way. But my name is Tara Yang. My family and I are small business owners. We own Main Oriental Market. Right downtown Green Bay across the county public library there. We've been in business for about 15 years now and I've moved around the midwest quite a bit. But I've been back home for a little over three years four years as though I lost track. But I've been home for some time now. But I also am a member of the Economic Development Authority Committee for the city and also a member of the Ad Hoc Equity Committee for the county. And so my hopes is to be able to bridge the county and the city together. and what we're working on with D, E and I and, hopefully we're not doing double the work. So my hopes is to be able to really, this group or this commission on what we're doing with the county at the county level. But I'm super excited to be here. And like Commissioner Shelton was saying. I haven't met all of you in person, but I'm familiar with some of your work. So I'm thankful that we're all here together. And hopefully this leads to a beautiful, bright future for Green Bay. So thanks for having me on the commission.

- Alright then finally, we have Commissioner Marcus Grignon. Marcus Grignon. Hello, everyone. My people know me as . And was named Marcus Grignon by my parents. Born and raised in green Bay. I gone for a little bit. I was working in Washington, DC in Santa Fe, New Mexico. Just two different locations I've lived in my life. I'm from the Menominee Indian tribe. We're a tribe that's always been here. We didn't cross the Bering Strait bridge. So we've always been in Wisconsin as lifelong residents. And so we hope to continue to be that way as well. And I don't believe I've met everybody on the commission. I think I just know the mayor and Jon Shelton. But I'm looking forward to talking with you all more and getting to know you guys more. Working with you on some important stuff that we're going to be working on. So I want to thank you and yield the floor.

- Alright. So that's everyone for the introductions. Can I have a, so for our informational items. We typically just do a receive and place on file. So if someone can make a motion to that effect, and second.

- I'll make the motion.

- I'm sorry. Who made the first? Was that all Alder Corpus-Dax?

- Yes I'll second it.

- Hold on who made the first one?

- Commissioner Shelton.

- Shelton. Okay. Sounds great. Thank you. I'm looking at two screens. I missed it. Almost there. Alright. Now we're on to our second informational item presentation by the city of Green Bay staff. And the roles and responsibilities of the Equal Rights Commission. And I'll turn it over to Lindsay and Mather.

- Helps if I unmute myself.

- And one thing too before our assistant city attorney Mather gets started. If anyone wants to interrupt or ask questions, feel free to do that. It's going to be more of a discussion. So if you have any questions feel free to jump in.

- Alright. So... As director Faulds said. Please feel free to ask questions as I go through. Hoping to provide kind of a large scale overview of what our equal rights ordinance, which actually now falls in the Civil Rights Chapter of the Green Bay Municipal Code. I'm going to go through, what's included in the ordinance and including the responsibilities of the commission as we go through. There's a lot of information here. So I am then happy to slow down, repeat anything. Answer any questions. Like I said, interrupt me. The first few slides have a lot of words on them but I promise they don't all after that. So the, like I said it's Chapter 12 now of the Green Bay Municipal Code. I want, I felt that it was important to include the findings and declaration of policy that the council included in the ordinance itself. Because this is essentially the, kind of the blueprint of what the council wanted to establish as far as what we want to achieve with the ERO in general, and then the commission. This will also be kind of what you all can refer to as far as some of the, any of the program. Excuse me, the reporting that you do to council or to the mayor or that you get from the city. And again, I'll get into that again in a minute. But I'll relate back to what's kind of stated here in the findings. So... We'll just read it but I am going to skip over the list of the protected classes because there's, I have those spread out a little bit more. And more easy to see on a separate slide. So the first finding was vibrant, livable, successful, and productive city is made possible by the talents, contributions and wellbeing of its diverse residents. It is the policy of the city, that the equal rights of all those who live and work in the city are insured. And that equal rights and equal opportunities within the context of the larger commercial and social fabric of the Green Bay community are promoted. The practice of providing equal opportunities, to persons without regard to actual or perceived protective person status. Is a desirable goal of the city and a matter of legitimate concern to its government. Discrimination against any city resident, endangers the rights and privileges of all residents. The denial of equal opportunity intensifies group conflict. Undermines the foundations of democratic society. And adversely affects the general welfare of the community. Denial of equal opportunity and housing, forces individuals and families who are discriminated against, to live in housing that falls below reasonably acceptable standards. Denial of equal opportunity and employment, deprives the community of the fullest productive capacity of those of its members. So discriminated against and denies to them this efficiency of earnings necessary. For maintaining the standards of living consistent with their abilities and talents. The provision of adequate safeguards against discrimination as the proper and necessary function of city government. To protect the health, safety, and general welfare of all inhabitants of, and all persons employed within the city. It is declared to be the public policy of the city, to foster, protect and enforce the right to equal opportunity, without regard to protected status. Or individual's affiliation or perceived affiliation with any of these categories. To fully effectuate this policy of promoting nondiscrimination. The city shall endeavor to eliminate all discrimination that may occur within this city. And I'm not going to read subsection D. But the intent is that the, our ordinance is intended to be interpreted and applied consistent with federal and state law, including the Civil Rights Act of 1964. The Federal Fair Housing Act and the Wisconsin statutes. That was a lot. Anybody have any questions? Alright. Yeah. These are the, there are three areas in which discrimination is prohibited. Which is housing, employment and public accommodations. And then this is the list of protected persons, which includes sex, race, religion, creed, color, national origin, ancestry, age, disability, lawful source of income, marital status, familial status, sexual orientation, gender identity, gender expression, gender non-conformity, transgender status, military service present or former. And status as a victim of domestic abuse, sexual assault or stalking. And just to note. It's actual or perceived affiliation with any of these classes. And actual or perceived characteristic or actual or perceived affiliation with anyone. Having any of these.

- So I think it looks like Commissioner Shelton. Do you have your hand raised?

- I do. Can you tell us what, what lawful source of income means?

- Sure. So that one is actually one that comes from the state law for the state laws against discrimination and employment. And I'm sorry, discrimination in housing. Lawful source of income is basically however you make your money's not illegal. That can't be grounds for discrimination. So if you, it's also intended to prevent people having, you know, two or three discrimination against people having multiple jobs. Or, you know, families with, you know both parents working. You know, two jobs or whatever. It there's a lot of different ways in which it may come up. And that's kind of true with several of these different categories. But some of these like lawful source of income and some of the, the status ones like the victim of a domestic abuse, sexual

assault, stalking, veteran status, some of those things are more, they come up more in certain contexts than in others. But that one typically applies in our, comes up most frequently in housing.

- Awesome. Thank you. Appreciate it.

- Okay. So just to give a little bit more detail on prohibited housing discrimination. our ordinance prohibits refusing to sell or rent property as of a person's protected status. This also includes things like, falsely informing somebody that a property is no longer available. Or the kind of goes along with the next one. Any advertisement expressing a preference for or against any particular protected class is also prohibited under the ordinance. So prohibits discrimination by real estate agencies or any I, this say mortgage company but it's really any entity that provides loans essentially for housing. That would either just prohibits discrimination as to the availability of those services. Or the terms of those services based on protected status. So you can't charge certain people more or less money. You can't give them different interest rates based on protected status. Those types of things. And then, failure to make reasonable accommodations for persons with disabilities. Under the ordinance this includes things like failing to, I'm sorry refusing to allow a tenant, for example to make reasonable changes to the living area. If they are going to return the space to how it was prior to moving out. Or they are... Sorry, I totally just lost my train of thought. Let me just pull this up. So I don't mistake us here. I knew this was going to happen at least once. Yes. So if any modifications to the premises are necessary for the person to fully enjoy the use of their premises. So that could be... For example, if it's like an apartment building it would be both their individual apartment as well as any common areas. If it's in an individual apartment and they are going to make the modifications at their own expense, you can't refuse to do that. Except that if it is a rental, you can condition it upon returning it to the original state. Once they leave the apartment. Except for reasonable wear and tear, which is always part of rental damage that tenants are not responsible for. The, oh the so there's also a provision in this section allows or prohibits I should say. Discriminating against a person with a disability who has an animal who is specifically trained to help them with their disability. And I will note that the way that it is written right now, they are required to provide credentials issued by a school recognized by the state or a state agency for training animals to help people with disabilities. So what would be considered emotional support animals typically would not fall under this. This particular prohibition. There are certain exceptions in the ordinance as well. Housing that is specifically dedicated for elderly persons, individuals with disabilities, veterans, the homeless, survivors of domestic violence. Those types of specific housing opportunities. Those are not considered violations. Or under the ordinance. And owners may also may still require a person who wants to either buy or rent from them to provide things like documentation of previous places that they've lived. Familial marital status, business status, financial status. Things that you would be expected to provide, any time that you were buying or renting a, any kind of housing as long as the request for that information is not intended as a way to kind of subvert the requirement that you not discriminate against, any protected class. Oops, it's in the wrong window. Sorry. There we go. Okay. So, the next broad category is discrimination in public accommodations and it's actually referred to in the ordinance as public places of accommodation or amusement. And these are accommodations facilities and services. That was out to be open to the common and general use participation and enjoyment of the public for any purpose. So this would include hotels, bars, healthcare providers, businesses. Amusement parks. Anything like that. But it does not include private clubs or events sponsored by private nonprofit organizations where the attendees are members or the guests of members. And the ordinance prohibits discrimination in those public accommodations. By doing things like denying entry to anyone who's in a protected class or charging them different rates. Again, advertising or disturb, even just distributing. It doesn't have to be an advertisement under the ordinance. But any communication that's distributed that expresses a preference for or against a group of protected class, protected persons. Denying anyone the opportunity to participate in the same programs and activities as everyone else. Even if separate or different activities are made available. That's particularly applicable to individuals with disabilities. You still have to make reasonable accommodations. As required by things like the Americans with Disabilities Act. And it goes along with the last one as well. Discrimination on the basis of disability, or failure to provide reasonable accommodations. The exception here is special rates for senior citizens. The ordinance also prohibits discrimination in city facilities. Which don't strictly fall under the definition of public accommodations under the ordinance. So we did be sure to include a provision that prohibits discrimination within city facilities as

well. Alright. The last kind of broad category is employment discrimination. So the ordinance prohibits failing to hire, promote. Or otherwise provide any privileges of employment. Or compensation to any individual because of protected partisan status. That employ, that applies to current employees as well as prospective applicants. Failure to reasonably accommodate a person's disability, failure to reasonably accommodate a person's religious observance or practice. And sexual harassment is also prohibited. The city policy is, has, and has been for a while to include anti-discrimination clauses in its contracts. So with entities that contract with the city, we do include provisions in those contracts that basically state that they will not, discriminate in their hiring practices or their... That's a condition of getting a contract with the city. The exceptions are things that you would typically see in the employment context. Things like bonafide seniority systems. So again, bonafide meaning that they are legitimate and not something that was created as a way to favor certain protected classes over others. The ordinance also provides for an exception for religious organizations who are hiring instructional positions. And also the consideration of an individual's disability is permissible. When the disability is reasonably related, to the person's ability to perform job related responsibilities. We do, there is a forfeiture provision in the ordinance. If anyone is found in municipal court to be in violation of this ordinance, they can be assessed any forfeiture of up to \$1,000. Oops. I forgot to take that slide out because I put that information on this slide as well. Sorry that. So anyone who's been aggrieved or injured by a violation of Chapter 12. Meaning anyone who thinks that they have been discriminated, in a way that is prohibited under our Civil Rights Ordinance can file a written complaint with the city clerk. As long as they do so within 300 days of the violation. The complainant has to sign the complaint and provide the Clerk's Office with their original signature. So it can't be a copy. And the complaint itself must contain all of this information. Which includes their name and address. The name and address of the person who's alleged to have engaged in the discrimination. Names and contact information for any witnesses. The dates of the alleged violation. Detailed description of the discrimination that occurred, a description of any injury suffered. Injury in this context would typically refer to, would not typically refer to a physical injury. But more, for example, if it were employment discrimination and they were not promoted and they felt that that was, you know discrimination. Then the injury may be the salary difference that they believe that they were denied because of discriminatory reasons. And then also any other important facts that they believe should be included. And so once these, once a complaint comes in to the city clerk. They'll send it to the City Attorney's Office for review. The first step. First steps of the review by our office will be for completeness and for jurisdiction. If any of those things on the previous side slide are not included, the incomplete complaint will be returned to the complainant with statement of what is missing. So that they can and we file if they choose to do so. Our office will not exercise jurisdiction over complaints that fall within the jurisdiction of any state or federal equal rights agency. Which includes, HAD, the Department Of Housing and Urban Development. The EEOC, equal, Opportunity, Employer. Excuse me, Equal, Employment, Opportunity, Commission and the State of Wisconsin Department of Workforce Development's, Equal Rights Division. If any other, among others, there may be others. Depending on the facts of the particular complaint. If any other agency like that does have jurisdiction, like I said, our office will not exercise jurisdiction. And instead, in writing that we do not have jurisdiction and direct them toward the correct agency that would have that jurisdiction. If the city does have jurisdiction, then, our office will initiate enforcement proceedings in municipal court. Upon receipt of a verified complaint. And any complaints against the city will automatically be forwarded to the appropriate state or federal agency. The city will not undertake any kind of enforcement action against itself. Obviously that would be a conflict. Alright. Now you guys, the Equal Rights Commission has nine citizen members who you, are appointed for three year terms. Typically, although I know for initially your terms are staggered so that we don't have turnover of the full commission all at once in three years. And also obviously we do have an Alder on the commission, And the Alder's terms are two years because that's the Alder's actual term in office. So it'd be hard to make their term any longer than that. Our ordinance requires at least four meetings per year by the commission. But you are free to set your own schedule and meet more frequently than that if you choose to do so. The ordinance provides for the opportunity for the commission to engage with members of the community employers, housing providers, community orgs. That can not only create a positive working relationship with the city, but also to work together to meet the commission's goals and further the raising, not only raising awareness but the progress toward the dealing with the equity issues that the commission will be addressing. And there are two different reporting requirements that the commission is... One concern reporting by the city to the commission. And the other is reporting by the commission to the mayor and the Common Council. So the

Human Resources Department will at the commissions meetings, inform the commission of the city governments efforts to achieve the policy objectives that were stated on those first couple of slides. These includes programs and activities that the city is currently conducting or has conducted. Goals for the future accomplishments that have already reached challenges and strategies for the future. And other departments within the city will report to HR for HR to provide the information to the commission. But if the commission chooses, you can have representatives from those departments provide information either in writing or orally at your meetings. If you would like more specific information from any particular department. The second half or the, I should say the other part of that reporting is at least annually, again, if you choose to do it more frequently than that, that's up to the commission. At least once a year, the committee will provide a report to the mayor and the Common Council. Providing a summary of its activities. And the progress that's been made, with not only within the city government toward meeting the policy objectives. But also within the city at large. And also the part of the role of the commission will be to examine what is happening in the city at large that contributes to or detracts from DEI efforts and ways that the city can move toward a discrimination free environment. And the, as part of that report to the mayor and council. It would include recommendations for furthering those policy objectives that were included. In those, in that first section of the chapter. So that was a lot of info that I threw at you. Anybody have any questions I can answer?

- Thank you for walking us through that. Will the presentation be made available via the minutes afterward?

- I can certainly, I can email it to Joe to email to all of you or to whomever to email to all of you. Yes.

- That'd be wonderful. Thank you.

- You bet. Any other questions?

- Lindsay, is there a budget for this commission to have a budget to work with or known?

- You do not. Not yet. And that's something that was discussed at the time that the ordinance was passed. But it was passed in the middle of year. It wasn't budget time. And obviously it was in the middle of 2020, and things have been a little bit weird since then. So it's something that perhaps is maybe something you can bother Alder Corpus-Dax about later.

- Thank you.

- And my thoughts on that as well is, if there's any things that we need to budget for. Or things we want to spend money on. I guess we'd look at the Human Resources Department. And then other departments that are affected by that as well. And then maybe outside donors. So we can always talk about what the programs and services are. And look at other departments to try and find, try and find funding too.

- I have a question about the annual report requirement. Does that follow a calendar year? Is it a fiscal year? And whatever the answer is to that one, when do we all report to the city? What's our first deadline here?

- Yes. So it's actually, it's not specified in the ordinance. It just says annually as we are. We kind of discussed this among . Yes with respect to the requirement that there be four meetings in a year because it's already August. I don't think there need to be necessarily four meetings this year if that's not something that's . So I think the three year or anything like that is with respect to the election of the chair and the vice chair. Which does state that it needs to be done at the first calendar, the first meeting of each calendar year. So if the commissions does like preference would be to just do it all within a calendar year just to keep everything kind of a business requirement's kind of all happening at the same time. I think that that would make sense. To you all I think. And if the first report ends up being, you know, we were able to meet. That's what the first report is. So I think that, you know, it's not defined one way or the other. It is something that we could amend the ordinance to be more specific about. So that there is more clear guidance. But I don't have a more specific answer for you than that.

- That does help. Thank you.

- You bet.

- So I have a question. You know, thank you for all this. It sounds like there's a lot of flexibility for the commission to do a lot of different things. You know, I'm wondering, are there examples of equal rights commissions elsewhere and the kind of stuff they've been able to do that I mean, you know, the Kerner Commission is really important and great. That was like, you know, 50 years ago. Are there more recent commissions that we can look at too? You know, that we might want to sort of model the work that we're doing on?

- I can go ahead Lindsay, with this one. So, like Lindsay said, or Attorney Mather said. That Milwaukee and Madison have equal rights commission. So it might be a good idea for staff and maybe some of the commissioners to reach out to Milwaukee, Madison and see some of the things that they're working on, at this point. And maybe some issues that they're looking at. So that's something that I'm not sure to say, D and I coordinator Raiya, or are we going to say that but. Something Raiya and I can look into. And the EERC commissioners can also help as well. So that's something we can do.

- Milwaukee's commission does actually have a fair amount of materials available online. Which I did look into a little bit when I was drafting the ordinance. Particularly with respect to the commission. One thing to keep in mind about, especially Milwaukee. But I believe it's true about Madison as well. Is that they actually hear the complaints that are brought to their cities. So like the, in the process that I just explained, for the most part, Our office won't be handling the complaints, there'll be referred to other organizations. But even if they are referred at the city level, there'll be referred, they'll be handled, excuse me. Even if they are addressed at the city level, they'll be handled by our office. Rather than by the commission. So the, there are resources from those other cities that are certainly helpful to look at. But those portions of what they do as far as actually investigating complaints and the results of those investigations, those kinds of things. Will not be part of what this commission is doing.

- Are there any other questions or go ahead.

- I was just going to add that I think that there was a, you know, this vision is all the, obviously left up to all of you. But the idea of both collecting and eliciting feedback from all kinds of constituencies. And creating recommendations on how to bridge all kinds of economic cultural like gaps that may or may not exist or may in the future exist including other types of programming. So, you know, obviously look to other places, other communities. But you know, other things that you all are working on and thinking about, there's room for that, including creating a community based hearings on LGBTQ access or affordability in the city. Or access to disability or folks who are young at heart. There's all, there's lots of rooms and creativity amongst yourselves to decide. As way both are listed and given if you will, the times of both inequities. And the challenges and opportunities for us to, you know create something new or look back with a new lens. On the different things that are happening. I think the mayor is really leaning on all of you to really figure out, how can you help us shape both a policy and a practice, agenda that allows us to make the city more reflective of its residents needs. Of all different backgrounds. So I just want to make sure that's kind of quite clear that there's a, there is a hope that you all can figure out the best way to build that kind of programming and obviously more robust over time. But that we're all going to be looking to all of you to help us, figure out is there some policy changes that we should be looking at? Some protocol changes? Is there ways in which we can create recognition and celebration that's both, culturally relevant and really reflective of the residents of the community. These are all things that you all could create. You can even create awards for celebrating all the great ways in which people are trying to create a welcoming space for a variety of folks. So I don't want to overwhelm you with options. I just want to let you know that there are, all kinds of unique ways in which you all, as commissioners can lead on. And that we're going to be looking to you all to tell us the best ways to do that as we move forward.

- I think might say to all. One thing to think about going forward for me is, laying the ground to say, what do we have and what, you know, what is it that we want to make Green Bay look like. Going forward, You know we all work for nonprofit organizations. We know challenges that is happening already within the community. But that's not yet enough. As I was thinking, I think having community conversations of equal rights is paramount going forward. I can say, I know the refugees and immigrant community. but that's not true. because I know only maybe 1/3. 3/4 of the problem or challenges that might be tackled through policy. So I think we need to have, we need convene. And some of the things just need co-creation. For example, there's a lot of things that nonprofits are doing that needs alignment for example. Or working together or more, you know, networking and you know, more partnership building. So what about co-creation and co-production of community? We want to bring those communities in the center of the conversation. So they become the creators of their own decision rather than, someone doesn't know about that, you know, doing or saying something for them. I'd start that. It is... It's not something that is going to be done overnight. But it's something that if we stopped going forward, think about it. That is going to bring about change. I think that's all I will, I'll add that. I stop talking.

- Just have a quick question. Are we looking at adding more commissioners? Or more representation? As you know, we were looking at reading the . I know there's Stephanie, and I can . But she's in another committee where I I'm representing also the Hispanics, And she's in that. You know just represents the disabled people community. And I don't know if you are looking at doing something . A lot of it has to do also with people with disabilities. And I don't know, seniors, if you will look at, you know, having somebody representing the seniors. That's just a thought. I don't know you're looking into adding more representation or just tapping other agencies or input?

- I think at this point. Nine commissioners is a pretty big group. And you can all imagine it was not easy to set up this schedule. Setting up this meeting so when you have more commissioners that makes it even more difficult. But I think you are on the right track with that where there's a lot of different groups that you know need to be heard and had to be represented. And so it's really up to the commissioners if you want to. I think like, like you said, reach out to partners and maybe have them come to a meeting and give some thoughts or input on what's going on. Or also just invite single individuals from the community, to show up and give their thoughts as well. They're always invited to these meetings. But yeah, you're right. There's a lot of different groups that we need to represent. And we can tackle that a lot of different ways.

- And I'd like to just jump in and remind our commissioners that, you know, differently abled people. There are various challenges that people have and not all disabled people have disabilities that are visible. And so that's something to keep in mind. We may have somebody as part of this commission with a challenge or a disability, that's not a visible disability. So that's important to keep in mind as well.

- Do we have any other thoughts or questions and also just to keep in mind. You know, the Law Department, HR Department. Mayor's Office. We're always available. So if you guys have any questions, you can always reach out to me first if you'd like to. Send me an email, give me a call and I can direct you in the right way if I don't know the answer to it. Is there anything else we want to finish up on? We do have, you know a couple more items and also the last item to talk about. Kind of your thoughts and ideas moving forward. So we do have more of an opportunity, to talk about this commission. Just one last thing, Joe. To follow up on Joe's point about getting a call. You all are now commissioners. This is, you know public record. This is a public meeting. That means that like members of the press and other people, can and will be able to contact you. If there's anything you all need around best practices or engagement with the press. Or any ways that we can be helpful and supportive to you. Now we have very public roles but in this capacity in a very public facing role, please don't hesitate to reach out either to, our legal folks who can help you answer any technical questions. To Joe and Raiya around this formation. If you have any, you know, other kinds of questions let us know. But I just want to be like very clear that you all are now public serving commissioners on the inaugural, Equal Rights Commission. That's a really big deal. There's going to be a lot of interest. I imagine that there will be for folks interested both in the press and the public. So if you want some support in that way, we're happy to give you

anything you need but your information will be available . You know, think about that as you are navigating your new roles.

- And just as a follow-up to that. I appreciate the reminder. The, these meetings are all subject to all of Wisconsin's open meetings, open records laws. And with respect to open meetings. One of the things that we have to be careful for, is just making sure that we're not having, basically any quorum of the commission, having any conversations about commission business. Outside of these public commission meetings. And that includes like email conversations. So if there's anything that needs to be discussed, it really should be done in the, in these meetings as opposed to even, you know, sending an email to the rest of the commission. Because, and anybody responds to that. And we have a problem with an open meetings, potential open meetings problem. So just want everybody to kind of keep that in mind that commissioned business should be discussed in these commission meetings. And if you have any specific questions about any of that open meetings, open records, how any of that works. Like they said, feel free to reach out to me. Or to Joe or Amaad and they can direct you my way. Whatever's easier easiest, I should say. But just wanted to make sure I kind of highlighted that because I know that, not all of you are elected officials. So you may not have had that information before. So I think that's it for me though. And nobody else has questions.

- Yeah. It's a lot of information. But just always feel free to reach out if you have any questions and we're here to help you through it. Alright so then. Does someone wants to make a motion to receive and place this on a file?

- I'll make a motion to receive and place this on a file.

- Second.

- Second by Marcus. Alright so then. All in favor, please say aye.

- Aye.

- Aye.

- Aye

- All opposed? Yep. Sorry all opposed say nay. Alright. Hearing none. we can move on to the next one and just hold on one second. I'm going to put this in our management system. Alright. Now we're on to regular business. We got there. So it's with trying to pull up my agenda here. So a consideration with possible action to appoint a chair. So I'm not sure if there's a motion that wants to be made or discussion first. It's really up to the commission on how they want to handle this.

- Joe, I have a quick question. As far as chair, vice chair. Is for note taking or do we have someone does need it to note take? because I know for the county level we do treasure but then our secretary. But then on, I just wanted to see how this worked for the city.

- So, we typically don't have anyone taking notes at our meetings. They're all recorded. And then our management software system, you can go back to our website. And kind of click on every single item and it'll bring it to the video. And you kind of have to listen and watch it. We also have our minutes that are put together. But typically I would say that staff is usually taking notes as well and kind of keeping a list of what needs to be done. So to answer the questions, we don't have a treasurer, we don't have anyone take formal notes. Other than the minutes and recording of the video.

- Okay thank you. There's also verbatim minutes that are prepared as well. Which will provide literally everything that was said in the meeting. And will be attached to the minutes after they're prepared. So, we

don't have to take notes. Well other than what Joe is doing in our internal system right now. So, we get a little lucky that way.

- I'll nominate Tara, if she's willing to accept for chair.

- Yeah, absolutely. But anyone else for my contender. You know, I wish you well. And I mean like, you know, I do want to be chair but I think, I would like to nominate. I don't know of anyone else's going to nominate Commissioner Shelton. But I've heard great stuff about Commissioner Shelton.

- So I guess lets, maybe let's handle this okay so. With alder, or maybe Commissioner Shelton, why don't you just go ahead. We'll be alright.

- I was about to second Commissioner Yang. So I guess, so we have a motion by Alder Corpus-Dax. And a second by Commissioner Shelton. For Commissioner Yang to be the chair. And I guess is there anyone that wants to have discussion on that?

- I think with, when you're looking at a chair of anything, if someone is excited to do it, that's usually a good person to do it. So I would be willing to do it but I think a Commissioner Yang would do a terrific job and I fully support that. So...

- That sounds good. So we have a motion by Alder Corpus-Dax and a second by Commissioner Shelton. All in favor, please say aye.

- Aye.

- Aye.

- Aye.

- Aye.

- All opposed say nay. Okay. Alright. Hearing none, we have a chair, Commissioner Yang. So if you can hold on for one second, I'm going to enter this in but yeah, we can clap.

- Thank you everyone. I appreciate it. I mean this is a collaborative effort, so it might say chair, but all of your voices and opinions are what really is going to make this group move forward.

- Just hold on one second. Alright and now we're on to the next item. Chair yang do you want to take it away.

- Yeah, absolutely. I would like to nominate Commissioner Shelton for this position for vice chair. If he would accept the offer.

- Certainly.

- I'll second.

- Alright.

- But I do want to say if somebody else's enthusiastic about being vice chair, please hold your tongue and never... Other suggestions. Other nominations I mean.

- And then I guess Chair Yang do you want to go ahead and ask if people want to say aye or .

- Yeah, absolutely. So, all in favor of having Commissioner Shelton as vice chair please say aye.
- Aye.
- Aye.
- Aye.
- Aye. Any who oppose? Alright. So sounds like Commissioner Shelton, welcome aboard as the vice chair.
- Thank you.
- Alright. And then Joe, would you like me to do the rest of the, to go to the next agenda item? Or are you still handling this meeting now?
- No, you can go to the next one.
- Okay. And then do we need a, we need a motion to go to the next agenda item. Is that right or not? Or to close this .
- No.
- No we're, yeah we're closed with the motion and the second and then the voting, and then we just go onto the next item if you want to read it and then we can move on from that.
- Alright. So I'm going on to the next agenda item, consideration with possible action to discuss the needs of different groups in diversity, equity and inclusion in the City of Green Bay as a community and organization. Now I think Joe had some items in that.
- Yeah. So there's, I guess the first thing I'd like to do, if there's anyone that would like to start off with their thoughts on this item, please go ahead. And I know Raiya and I can add a little bit at the end but this is your opportunity to, if there's any thoughts or concerns about the needs of the community, and needs of the city as an organization.
- So can I chime in even I'm not on a commission?
- Yeah you can.
- I just wanted to bring it to the commission's attention. When we went through the process of bringing the ordinance to committee, there was a provision in there, allowing for the inclusion of receipt of rental assistance as a protected class. Which were aimed at expanding. Or I guess eliminating potential discrimination on the basis that somebody receives like federal housing assistance or something like that. And the committee chose to remove the language because based on a discussion with community partners and others at the meeting, we really just didn't have enough information to have included it the way that it was included in the ordinance at the time. But it was something that the protection policy committee and that they wanted to circle back. And then to get input from different, you know, housing associations around the city. To potentially, because a lot of them that were at the meetings said, it was something that they were due but that the way that it was that it was structured was, would not work I guess. And that it was something that should be done before it was included or not. So just if that's something that is of interest to the commission, I know that that's something that, there was interest both in council and in the community and expanding access to housing in that way. Or I guess, eliminating discrimination in housing in that way.

- And then I can go to with... So Raiya and I, and have really been focusing a lot on, I guess the internal diversity inclusion and diversity equity and inclusion at the City of Green Bay. And rise and a great job of putting together kind of like a draft. Diversity and inclusion strategic plan. That we're, you know, looking at finalizing and talking over with the mayor probably the next, you know 30 days to really get a good draft that I think in the next, at our next meeting, we'd be ready to send to the ERC. Have you guys review it and for your input as well? So that's one thing I think we can kind of, start with at our next meeting. And then I know Raiya's done a lot of great work with our whole human resources department. Trying to improve ways to recruit diverse candidates. Trying to get up and running in our employee resource groups which, I know Commissioner Vinson at they do a great job. Their ERG is, and we've talked to Schreiber. When we put them in place. And we know it takes years to get that up and running. So it's something we're working on and hopefully we'll get there. But those are a couple of things that we've really been focusing on. But the main thing right now is recruiting diverse candidates. And that's a work in progress with our HR department. And each department. Because one thing that's great about the city is we have so many different opportunities, so many different jobs. But every single job, you kind of have a different recruitment for which is fun and challenging at the same time. So those are kind of the big things we're focusing on right now. Internally for the city.

- Thank you, Joe, for the updates. Raiya, I don't know if you had anything else to add to what Joe was saying there. Or if anyone else has any other comments about what Joe just spoke about. Feel free to unmute yourself and speak?

- No, Joe touched on perfectly. Much of our energy and a lot of my energy is going forth towards our recruitment efforts for the D, E and I . So we're really working quite diligently at assessing and looking at different policy. And really looking at how we can bring those diverse candidates. And so that's high on my list of priorities at this time.

- Yeah. I mean, I just wanted to say. You know, I think probably a lot of you are feeling like I'm feeling like I just really kind of getting a grasp of like, what are some of the possibilities? You know, what are some of the things that we can do? And, you know, so maybe it makes sense for us all to, to put some time in like really thinking about. What are some big possibilities? And also, you know, we're all I think pretty connected to other people in this community spending some time. You know, talking to people in our networks. And thinking about some, me personally like, I, you know, it was really not to disparage Mayor Genrich's pitch to me but it was really Amaad's pitch to me that got me excited about this. And specifically, you know, how, you know, Amaad spoke about the power of something like the Kerner Commission to really kind of like reframe the conversation around something like racial injustice. And so, you know I think, what I'm really interested in doing, and I hope the rest of you agree, and I think you do, you know, we should really be thinking big here. And really be thinking about some, really big constructive ideas we can get into that Kerner Commission sort of moment. And so, you know, I think that's how I'm going to approach the next, you know few weeks. You know, between now and when we decided to meet again. Or thinking about some really big ways to engage in this conversation. I mean, I'm sure everybody knows a lot of the problems we face here, right? I mean, nationally, we've got this, in spite of what things look like for workers really long-term, you know, economic inequality that I think is manifested in some really powerful ways here in Green Bay where you have, you know, lots of new housing development but a lot of people being left behind and can't afford. You know, what I think probably most, probably all of us would consider it the basic human right of decent housing. So, you know I think, I, you know, I just wanted to say that's what I'm going to be doing is thinking about some big and creative things that we can do in this commission. And, you know I hope that we can all kind of that between now and the next time that we meet. So I'll just kind of leave it there.

- I just have a question. Prior to the creation of the commission. Did the city had any way of gathering information or specific complaints or things that could, that people would bring to, you know, to the city in general that we can, they can give us a sort of a picture of the urgency of certain issues that affect, diverse groups in the city or this is the first time this commission is being created and therefore there is a protocol for complaints being established? Thank you.

- Yes. So I think what, Lindsay do you want to go ahead?

- Sure. So prior to the ordinance, there wasn't a mechanism at the city level for accepting complaints. So any complaints were submitted directly either to the Department of Workforce Development or HAD or the EELC or whatever was applicable. Based on whatever the actually was. Those complaints would not have come directly to us. Unless they were complaints against us. So, and I don't know if Joe has any input insight on that because I think that would have been, that would have come to the attention of HR. But with respect to kind of broader than just the city as an . That's not something that we would have had necessarily. I know that complaints against the Green Bay Housing Authority were actually investigated out of Milwaukee because we didn't have any mechanism up here. And I believe that that's still going to be the case if those come up. So because they have contracts that they are with the housing authority. So--

- Sorry if I didn't understand you correctly with the housing investigate complaints. Brought up about housing discrimination in the City of Green Bay?

- Complaints against the Green Bay Housing Authority are the under. So the housing authority has a contract with HUD. To... Or has, I'm sorry HUD has rules. And under the HUD roles we had to, we have to work with a particular type of investigator. There isn't one in this area. And so our complaints are investigated out of Milwaukee. That just like . Because these would fall under the jurisdiction of another entity. We still would not be investigating these complaints at the city level. Com, commissions in other cities like Milwaukee, their commissions do investigate those complaints. But they have significantly more resources dedicated to them at their, at the city level. And we, that just wasn't something that, we didn't feel like we could task the commission with investigating any complaints that came in without providing a budget to do that with. So I unfortunately, the unfortunate. It's an unfortunate but we don't investigate them at the city level.

- I shouldn't say unfortunate. It's just the, that's just the reality at this particular moment.

- Yeah. And that's what I was going to say. I mean, I, you know, I think this is speaking out of line or anything, but it's, there's the thought processes, you know, do we want this commission to be investigating complaints? Or do you want this commission to focus on building a community and focusing on you know policies from their perspective? And that's where I think we lean towards of, kind of community building. And there's all these other outlets. You know, the equal rights comm, division. EEOC that, you know had they have the resources to investigate these complaints, and I understand that maybe sometimes it's better to keep it within your municipality. To investigate the complaint because you understand the community and understand the people about it. But at this point, I think is we're trying to focus on building a community and our policy changing or change in policy. So that's why I think in along the budget, that's why the focus is more on that instead of investigation. But then with the broader concepts too. I think what we should do as, with staff we can reach out to the Mayor's Office and see if there's any kind of complaints or maybe more of just, you know, issues that come to their office that we can look into. Perhaps the chamber, the Green Bay Chamber. Has had some data on this. And maybe the county does as well. That we can kind of look at maybe no one issues that we can focus on.

- So I don't know these would fall into this kind of but I not for the Hispanics, there's a lot of profiling with the police. You know, the traffic. You know, stopping for minor things. You know, just to check in. And I don't know if again if this will fall into this kind of discrimination here. Equal rights. Is something that I know that is a very common complaint with the Hispanic community. That the, you know, they get stopped for doing nothing. It's more like a profiling kind of thing.

- To add to that. I do think it would be wonderful if, you know, in thinking about different departments that could report to us. We'd love to hear from the new police chief at some point in the coming months. To understand his perspectives, his point of view, and for us to have a dialogue.

- Yeah. That would be great. I know the through Casa Alba we worked a lot with the previous chief. And, you know, I know a lot of any new police officers that were hired. You know, they will come and visit Casa Alba. and learn a little bit about the Hispanic community. So yeah, it would be great if we can, you know bring that then chief into the commissioners. I guess that would be great.

- And I know an emphasis of the police department is then having that dialogue with the community. So I think having the police chief here and then also whether it's the ERC and the PFC, and maybe it's something together, foster facilitate that conversation. I think that's a great idea.

- Joe I was wondering if you can clarify a little bit more about, if we were to collaborate and have them come speak in the group. Would that just be part of the agenda items or will they come in be public speakers at the end of the meeting, or how would that work? If we invited like the police chief to speak with us and we were collaborating with PFC.

- Yeah. So we could do that in multiple ways. I think one, I think the best way would probably be to have like an agenda item. Like an update from the police department, X, Y, and Z. So we know what we're talking about, what the conversation is going to be focused on. With the PFC, I'm not sure exactly how we would make that work. That's something I've never seen before. I know we kind of talked about that last week and you know, it might just be kind of like a joint meeting or something like that. Where we invite the people. But yeah, it can either be a joint meeting. They could be invited as just members of the public to speak. And we can open up the floor for them to speak. Or it can be agenda item. So there's multiple ways we can have those conversations.

- Oh, we don't have, I don't know if this is what you're asking. But we don't have any space on any of our agendas for just speakers from the public to just speak about anything. So any speakers would have to be speaking about a particular agenda item anyway. So in general, we try to have them have an agenda item ahead of time. Particularly for public notice required permits and stuff like that as well.

- Are there any more discussions or comments that you guys would like to talk about? I know it's 6:39 right now. So I just want to be mindful of everyone's time here. Before we close out, I do want to say that since I am sitting on the Ad Hoc Racial, Equity Committee for the county. And I work closely with Brown County Health Department as well. They're working on a document. It's working document right now but they're working on a document to make sure they talk to all the organizations in town. And some of the large businesses on what they're working on with in the DEI realm. And so I sent that over to Joe, but it's just right now, it's just, there's only a few organizations that filled it out so far. So as it grows and as we get more information in it, I would love to share that with the group just so that you guys can see what everyone else is working on. It's non-profits and then also larger businesses like Schreiber. You have, your hospital systems are in there. And so there's quite a few organizations that are in that documents but as soon as we get more information filled out in there, I will share that with the group. But I think that it'd be great to see where we can fit in or fill in holes in there. With

- Go ahead, Jon. Yeah, I was just going to suggest maybe one of the things we should talk about. I mean, this is directly related to that job. Just feel free to circle back but, you know, maybe we should talk about when we want to meet again and sort of like how, what kind of time window we want for that so that everybody can kind of think about, maybe some specific things to kind of, bring to the table next time.

- Yeah. Do we think, what do we think September? You think that's a quick enough turnaround?

- I would, I think September would be great. So what I can do is is there like, I can look at the September agenda for other meetings. And do we think that Monday nights are the best nights to meet?

- Sure.

- Monday nights work. Every other one.

- It works for me.

- Work for me too.

- Yeah. So when we look at Monday evening, so tomorrow we have a Common Council meeting. So our report is not going to be, going to the Common Council tomorrow. We'll have to wait for the next one. So we'll just have to think about trying to be the Monday before the Common Council meeting or the week before. So I'll try and do that as well. But I know we also have like protection of policies, so that might not work. So it might have to be two Mondays before. So we'll see what we can do for that. And Attorney Mather had, I don't know if you want to say this but I can say I guess. Commissioner Yang, if you'd like to have like a reoccurring item. About an update from the county on what you just talked about with other organizations? But we can always put that on the agenda as well.

- Perfect. Yeah, that would be great. Thank you.

- Yeah, it would just be like an informational item. So it would be under, it wouldn't be under regular business because it wouldn't be an action item, but it would just be under informational stuff. If there ever is a week where you're like, "I don't have anything," Then that's all you say and then it's done.

- Perfect. Thank you.

- Is there any other questions or concerns or comments that the commissioners have?

- Just to comment that I'm very much looking forward to the preview of the draft. The grounding for all of us as we move forward to thank you for giving us the opportunity to look at it and then digest and .

- I have a quick question about the strategic plan. So with that, one of the things that I always run into, when I'm working with different groups on D,E and I is they'll have this amazing hiring process and a recruiting process. But then when they have those workers come on board, they're not invited to the table to make decision make, to make decisions or to really voice their, to have a voice at the table. So is that played into this strategic plan as well after the hiring process? Is there steps to ensure that they are involved?

- Yeah, absolutely. I'm not sure if it's written in the D, E and I plan and as we have it right now. I think it is . But it's something we talked about all the time. About employee engagement and inclusivity and making sure that we're promoting, not just recruiting people to get them in the door but also giving them opportunities to be promoted and opportunities to be heard and listened to. So that's a big initiative from the city for everyone, every department to have more engagement with their employees. Have more open discussions, communication with, between supervisors. Between coworkers and between departments too. So yeah, that's definitely a focus we want to continue to work on and it's a work in progress. We're not there yet, but we're getting there.

- Great. Tara I would just echo Joe on that. That's something that I'm constantly thinking about. And part of, as you'll see next time around when we kind of walked through some of that. I've developed some educational programming surrounding social and emotional intelligence as it relates to diversity, equity, inclusion. I really do feel that it all goes hand in hand. And so I'm trying to build that foundation for the city internally to have some of those discussions. And really be equipped with different concepts and ideology surrounding the basis of that foundation. And so that's something that I lean into heavily. And really engaging employees that's huge on my radar. And that's something that we have ongoing conversations surrounding. So as Joe mentioned, specifically, it may not be reflected in this current draft but that is something that we speak about regularly at every meeting we have surrounding D, E and I, as it relates to hiring. And so there's definite discussion surrounding that and there is an awareness, surrounding the need for that level of engagement and bringing

people to the table. That's where the retention factor comes in. And so we will definitely get more into that as we walk through that plan together.

- Thank you. And I appreciate that you guys have been discussing that and that there's actually that process behind that. So I appreciate it. Thank you. Alright. Are there any comments or concerns, questions that you guys have related to this group or in general? So going back to what Commissioner Shelton was saying with, how it, he has hopes for us to dig deep. And really make a difference. I want to echo that as well. I really hope that we, you know, as commissioners, we have the chance to make policy changes and so, or at least help push towards some positive impacts in the community. So I really want to challenge us as well to really think deep and like Commissioner Shelton was saying, really talk to your connections and your network and see what they have to say and what issues are out there. You know, I, we don't, although we don't have seniors here or we're missing a few of the groups here. It doesn't mean that we are limited. We can always reach out and do our networking in other ways as well to make sure that their voices are heard in this group. But with that being said, are there any other questions, comments, concerns for this group? That you guys would have for discussion today? If not, I would like to see if you guys would like to close out the meeting. Joe, if there's, is it okay to close the meeting after this agenda item? Okay.

- Yeah so I think what we can do is, maybe have a motion to hold until the next meeting. because I think we want to come back and talk to some of the members of the community and see what else, what other issues are out there. So maybe you hold it for the next meeting. Have the motion on that. And then from there, we'll take a motion to adjourn.

- Okay. Can we get a motion to hold for the next meeting?

- Motion to hold.

- I second.

- Okay so we've got a motion to hold from Alder Corpus. And then a second from Commissioner Elizabeth. Is that right?

- Cristina.

- Oh, sorry.

- Yeah.

- Excuse me Commissioner Cristina Ortiz. Oh yeah. Sorry. And then all in favor, please say aye.

- [All] Aye.

- And all I'm not in favor, please say nay. Okay. With that being said, can we get a motion for adjournment for of the meeting?

- Moved.

- Second. Oh my gosh I'm so sorry.

- That's okay.

- Okay. Can I get a motion I mean. All I aye?

- [All] Aye.

- Anyone not in favor? Okay. Thank you everyone for a great first meeting, we will be in touch about the next meeting in September but thank you, Joe, Raiya, and alder, and then all the commissioners. We really appreciate your time today.

- And thank you, Tara and Jon for chairing and vice chairing the commission. It's great meeting you all.

- Have a good night.

- Congratulations Tara and Jon.

- Thank you. Have a goodnight everyone.

- Thank you.