



MINUTES OF EQUAL RIGHTS COMMISSION

MONDAY, NOVEMBER 15, 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.

Present: Tara Yang, Said Hassan, Jon Shelton, Elizabeth Kostichka, Marcus Grignon, Michael Vinson, Cristina Ortiz, Diversity and Inclusion Coordinator Raiya Sankari-Diaz, Chief of Staff, Amaad Rivera, and Human Resources Director, Joseph Faulds. Excused: Veronica Corpus-Dax, Isaac Kabacinski

C. APPROVAL OF THE AGENDA.

Moved by Michael Vinson, seconded by Cristina Ortiz to approve.

Motion Passed.

Yes- Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Elizabeth Kostichka, Jon Shelton, No- None, Abstain- None.

D. APPROVAL OF MINUTES.

E. REGULAR BUSINESS.

I. Consideration with possible action to review and discuss the City of Green Bay Diversity and Inclusion Strategic Plan.

Moved by Elizabeth Kostichka, seconded by Jon Shelton to Receive and Place on File.

Motion Passed.

Yes- Cristina Ortiz, Tara Yang, Michael Vinson, Said Hassan, Marcus Grignon, Elizabeth Kostichka, Jon Shelton, No- None, Abstain- None.

2. 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 Jon Shelton, seconded by Michael Vinson to Receive and Place on File .
Motion Passed.

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

F. INFORMATIONAL.

I. The next Equal Rights Commission meeting will be held on December 13, 2021 at 5:00pm.

G. ADJOURNMENT.

Moved by Michael Vinson, seconded by Cristina Ortiz to adjourn.
Motion Passed.

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

VERBATIM MINUTES

- 7:00 p.m on. And it's the date today is Monday, November 15th. So first things first, I'm going to call roll call. So, if you're here just say I or here and we do have one member missing alderman Corpus-Dax. As Joel mentioned earlier, she will not be here, but so the first person is Cristina Ortiz.

- Hi.

- Second person is Isaac Kabacinski, and please I do apologize if I mispronounced your name, please correct me if I do mispronounce it, but Isaac Kabacinski. Oh, okay, maybe we're missing Isaac here. Okay, Michael Vinson.

- Present.

- Marcus Grignon.

- [Marcus] Present. Elizabeth Kostichka

- Kostichka, yeah that's fine.

- Kostichka, okay, sorry about that, I do apologize. Okay, Jon Shelton.

- Here, hi everybody.

- Hi, and then Said Hassan.

- Here.

- Great. And then usually we would have an approval of the minutes from the previous meeting, but we didn't send that out to everyone. So, we're going to hold that for the next meeting in December and we will approve it then. Is that correct, Joe?

- That's correct. We can approve the agenda for this evening too, though.
- Okay, okay. So then are you going to go ahead and move onto the agenda? So if there's anyone who wants to modify or the agenda please speak now, otherwise we're going to move to approving the agenda for tonight, and there's two items on the agenda. Can I get a motion to approve the agenda?
- So moved.
- Second, so that was by commissioner Vinson, and then can I get a second for him?
- I second.
- Okay. And that was by commissioner Ortiz. All in favor of approving the agenda for tonight, please say, aye.
- Aye. And any oppose? Okay, so the approval of the agenda... the motion to approve the agenda is approved for tonight. And then we will... So there's two agenda items. The first of the agenda items is to review the draft strategic DE&I plan for the City of Green Bay. And the second agenda item is to discuss and address the needs of different groups in the community. And so we will start with agenda item number one. And Joe I wanted to also get clarification on this with you discussing the... and giving you and Raiya input on the strategic plan today, it doesn't call for any motions to be taken because it's not going to be permanent changes, it's just input. Is that correct, so we don't need to take any motions while we discuss?
- Yeah, I think the plan for tonight, excuse me I think the plan for tonight would be to have Raiya give the presentation on the strategic plan that's been put together. Any input is definitely welcomed, but I think just receiving a place on file because it's going to be a fluid document that we're going to continue to update the commission about. We can just receive a place on file and bring it back throughout the years.
- Okay. Okay so... so then we can get right into it. So Raiya if you are... If you have something prepared, feel free to start or if anyone else has any discussions before we begin, please speak up now. And also does everyone have a copy of the draft strategic DEI plan that Joe sent out earlier? If not, we can share that again.
- Okay if there are no, excuse me, further questions. I will go ahead and share my screen with you also. Okay. Is everybody able to see this, okay. Yes, okay, great. So this is the strategic DE&I plan I've mapped out for the City of Green Bay and as Joe mentioned this is a very fluid document. We are looking to be very agile with this and move and adjust as needed, editing or adding things in and out as necessary over time. And so this is the, as I said, strategic DE&I plan for the City of Green Bay, which I've called Plan I-ACT Intentional Awareness and City Transformations. So the purpose of this plan is to grow employee intentional awareness and to provide educational programming and curriculum design on diversity, equity, inclusion, and emotional intelligence. Via implementation of key project components, the following concepts will be fostered. Diversity, allyship, equity, belonging, inclusivity, and self-development within the City of Green Bay. So some of the key project components are as follows. So this has five crucial components which include employee resource groups, educational programming, programming support and discussion series, diversity, equity and inclusion, DE&I marketing hiring and retention plan and community partnerships. And so as I'm going through this, I'm not going to go through every single step, but I will highlight pieces of it. And then I'll stop at each component. So we can have discussion if there are questions or if there's discussion surrounding pieces of this, please feel free to jump in when I pause. So component one, focus is employee resource groups. So the goal here is to develop Employee Resource Groups or ERGs to foster diversity, inclusion, community belonging, allyship, and support within the organization and City of Green Bay. This will help to reduce turnover, support, retention, and belonging. And so just as some touch points here for the ERG startup guide, we're looking for in place to submit paperwork to HR regarding the desired ERG startup group, once approved by HR, set up the first meeting with ERG leadership, meet with the ERG leadership, to establish who will have what role within the ERG, establish the core mission of the ERG and goals, discuss budget for the ERG if there is to be one, discuss when leadership will meet, develop the ERG yearly plan, including objective schools and activities, decide who'll

set up the meeting occurrences and who will be responsible for notifying members or potential attendees of future events and info. And then the rest is kind of next steps on how to hold those meetings, what that looks like the structure of that, and how to ensure efficiency from those meetings, including a survey that goes out to individuals who have attended. And then there's also next steps, which help to determine how to hold the second meeting and what to do as a group moving forward to ensure that this ERG group or the multiple ERG groups that we hope to have are as successful as possible, and don't lose their traction over time. Any questions on this component regarding ERGs?

- Does the HR paperwork that's referenced at the beginning of the guide? Does that exist already or is that something yet to be developed?

- I believe that currently exists.

- Okay. And then what is the decision process used for approving an ERG once that paperwork has been submitted?

- Joe, would you like to speak to that?

- Yeah, I can jump in. Yeah so the paperwork in place is based upon our personnel policy that oversees ERGs. So, the personnel policy which you can find on our website and which I probably will review that so I can give you a better answer, but it's based upon does it further the goals that are outlined in this strategic plan and is it based upon the... I guess the guidelines that are put in place? So, it has to be a certain amount of employees it has to be kind of a description of when they're going to meet, how they're going to meet, you know, what their budget would be, but the human resources department will review it and will work with the ERG to make sure that it complies with our policy. And that's kind of the procedure to improve it.

- Are there ERGs today?

- There is not. We've had some interest over the year and now we're just kind of working on individuals, filling out the paperwork and making sure that, you know, the ducks are in a row, but yeah, there is not at this time.

- Okay, thank you.

- Any further questions on component one? Okay, then I will move on to component two. So, the focus here is educational programming. So the goal here for educational programming is to introduce awareness surrounding diversity, inclusion, belonging, and emotional intelligence concepts to the City of Green Bay and to foster discussion to further the education on key concepts and initiatives. And so, the way that this is laid out in some of the items that have been created, or the curriculum that has been created to do so includes Inclusive Insights, Cards, and Discussions, which are virtual at this moment. The Mayor's Dialogue Series also supports this newsletter content surrounding diversity equity and inclusion topics. And then a book club series that we are looking to offer quarterly. And so a few of these concepts as you can see for 2021 have included ERGs, allyship, change, compassion, empathy, intention, appreciation recognition, reflection, November's topic, which was trust in Decembers, which will be listening. And then I also have some 2022 concepts listed out here, which will be further developed out for 2022. So that includes inclusivity, interaction, understanding, growing, and communication, which have been outlined already. And then to support this training video, excuse me, was made by myself. And so, this is accessible to all employees and supervisors and leadership to understand further how to use these cards in a team setting and how to further discussion surrounding these topics. And then this is an example of an inclusive insights card that went out. This one was on intention. And so the way these cards are structured out is there is a concept, a definition, a quote to support, and then generally two questions to allow employees to begin discussions surrounding the concepts and how that ties into our goals, such as belonging, allyship and inclusivity within the City of Green Bay. And then the next component here of the educational part of things is the Mayor's Dialogue Series. So, this year, we've been fortunate enough to have three of those which the first one was held in May. And this is in partnership with

UW-Green Bay. And so are super excited about that partnership and we look forward to continuing that. So May's concept was Latinos are not a Monolith. June's concept was the History of Policing in Wisconsin and October's was on the History of Native People in Northeast Wisconsin. And so we will be adding to that list for 2022 in developing out some of the further concepts that we hope to bring more people forth from UW-Green Bay, to speak on that for the city. And then this is just an example of some of our newsletter content that goes out. This goes out monthly, and that it's cascaded out with different statistics or information, this month's was on neuro-diversity. So helping employees to understand more about neuro-diversity. And then this card here, or the section here, highlights some of the statistics from 2021 surrounding diversity and inclusion. And then next we have potential book clubs, and this spans at 2021 through 2023. And so we just completed this first one on "The 5 Languages of Appreciation in the Workplace" by Gary Chapman and Paul White, and the concepts supported here were recognition, inclusion, belonging, and appreciation. And so this was extremely important and a great way to kick us off because it ties into another point that we have that we'll see down below having to do with intention when we... I'm sorry, retention as it is in relationship to DE&I with hiring and recruiting. And so that was a very interesting book club that we just concluded. So the next book that we're looking to feature is "How to be an Inclusive Leader." So the concept there is inclusivity. We're also looking at the advantage for May of 2022, which discusses communication and belonging. We're also looking at emotional agility, which highlights emotional intelligence and emotional agility hence the title, and then the blind spot which discusses hidden bias. Any questions on component two?

- Yeah, Raiya. I was wondering if you guys tracked like the metrics of like participants you guys had or the effectiveness of these trainings. And then also my second question would be, are these trainings required or are they an optional part of benefits for the city employees?

- Absolutely. So at this time, these are optional. So people can elect in to take anything that's being offered at this point. It's very encouraged, and we do have communications that are sent out by both myself and Joe supporting all of this, and then Amaad also ties into this, especially with the Mayor's Dialogue Series and puts a ton of effort forward, and I collaborate with him quite often to ensure that we are communicating out just kind of on a super often basis to make sure that people know what's going on, what's available. And all of these different opportunities are highlighted at least two to three weeks in advance. And then reminders are cascaded out along the way, just to kind of hit on, you know, maybe employees who didn't see your previous email. We also use the kind of importance button, right, the red exclamation point, which helps to call attention to it, to put more eyes on it. And so that's one way that we kind of conjure support surrounding this. And then to answer your question regarding metrics, yes, we track. We do track to see who has attended. And then a survey is also sent out post in events. So for example, for the Mayor's Dialogue Series, we generally send a survey out to find out, did people feel like this was informative? Did they learn from this? Is there another area that they're seeking to gain knowledge in? And if so, what would that be? So there are spaces for employees to provide their feedback to us. And we can also see from an attendance perspective where kind of the direction we're going in, and then we collaborate on how to amp that up.

- Thank you.

- Absolutely.

- And Tara Young, I just have a question maybe for you or the group too. What are you talked about metrics, excuse me, metrics for effectiveness. You know, I think that's something that maybe we'd be open if there's any suggestions or input on what those could look like. You know, I think sometimes these initiatives take time, so maybe it's the metrics of turnover rates going down or something like that. But if there's any suggestions on how we can measure effectiveness, we'd be open to listening in hearing that.

- Absolutely. What are thoughts or questions on this section? Okay, I will continue on to component three, programming support. So again, this spans 2022 to 2023. And the goal here is to support DE&I educational growth in programming, by identifying and showcasing potential speakers, media clips, and resources to further their employee discussion and strengthen understanding within the City of Green Bay. And so here are some

of the resources, media resources rather than have been identified and some additional resources surrounding program support. So for example, there is a media resource entitled the look, which could serve as a discussion point following the video, we could invite people in a virtual setting to discuss this. There's the Harvard implicit bias quiz, 16 personalities quiz, video on blindspots and bias, a video on prototype bias, and then some other clips here, which reference diversity inclusion and equity best practices for hiring. And then this has the note to grow series. And so looking forward towards September of 2022, a series on self understanding and awareness, and then looking at Know to Grow, focusing on emotion and how we respond to things and in November, and then looking forward to 2023, January of that year, Know to Grow-Bias. So having more discussion, kind of surrounding some of the key concepts that we've had an opportunity to begin to know better and putting a focus towards employee discussion and understanding how people are processing this, what it means to them and understanding the differences and similarities that we have when we look through our different lenses. Questions on this component. Okay, and then component four. So DE&I Recruiting, Hiring Initiatives, and the goal here is to recruit, engage and retain a wide range of diverse talent and to capture the attention as to why the City of Green Bay is the place to be and work. This methodology aims to implore a larger, more diverse pool of candidates, engage and retain those on staff and promote the City of Green Bay via online platforms. This seeks to engage new populations and educate others on City of Green Bay. So following this, we just have some of our current data. And the goal here to for clarity is for the City of Green Bay to reflect. So internally speaking, the City of Green Bay employees to reflect the populations that we're serving externally. And so when we look at the city as a whole, internally are we reflecting the diversity that we have? And so that's one way that I measure and assess for this and create goals. And so we have some of the city's population from the census report data on that here. And then we compare that to our data that we have internally on who we have, we're representing different populations. So the plan here is to assess and analyze the hiring data to report on findings to create hiring goals, to assess policy and hiring strategy. We're looking to tap into mining resources, promote and communicate the positive environment, organizational culture, diverse happenings in Green Bay, and to communicate employment opportunities within the City of Green Bay using LinkedIn, Facebook, which is now known as Meta, and other methodologies identified by human resources. So just a few of these steps again I won't kind of go through every single one, but some of this might look like creating and maintaining a strong online presence to promote the City of Green Bay. I'm formulating the ability to copy and paste the live announcements, which we've been able to do as you can see I've put implemented next to the initiatives that we've been able to complete here, maintain strong partnerships locally and explore and define alliances with key stakeholders. So universities, tech schools, and different online avenues that we can use for that promoting ERGs one that will be established, and looking to use inclusive insights cards on LinkedIn and Facebook to help the community have an understanding of where we're focusing in, and what we're moving towards. So there are some action steps to find here, for recruitment and then some action steps defined for retention. Any questions on this component of things?

- I do have a quick question on what this might be a lengthy question actually, when you guys are discussing how the hiring process and looking at different diverse candidates, have you guys brought up to the table, the discussion about like fair chance hiring.

- Yes

- So

- Oh, okay. And then what was the... if you can share a little bit more about what you guys discussed

- Sure.

- and what the outcomes were there?

- So this is something that we have begun talking about recently. We're still going to continue the discussion and we're looking at different methodologies we can use. We also lean into some data and different

information we have, and we understand that that's something to examine further. And so we're definitely having more discussion about that. At this time, to my knowledge we haven't implemented anything yet. This is strictly discussions based at this time.

- Okay, thank you.

- I have a question. Does this city offer any kind of employee engagement or sentiment survey either annually or any other kind of cadence?

- We do, yes, in fact, that's something I'm working on right now, and that will be being sent out in early 2022.

- And with those results, would you be able to stratify by different identities so that you could track, how employees of different backgrounds, you know, using the metrics that are important to you are responding in that survey?

- That's a great question, Joe, can you speak to that at all?

- Yeah, it's a very good question. You know, we had a survey in 2019 that went out and we did have demographics as part of the responses for employees. We really focused on location and department of employees to try and break down the data that way. But I guess we didn't really think of... to look at other ways to break it down so that's something we can look into, but we also, you know, respect to those privacies if they don't want to fill in those answers as well. So sometimes it might not be easy to break it down that way, but yeah, I mean, definitely it breaking it down. I think last time we did, by age group as well to try and get like a generational difference, but I don't think we did race or ethnicity. So that's something that we can look into doing next go around.

- And that might lead you to some KPIs for the future to be thinking about.

- Yeah.

- Absolutely, thank you for pointing that out. And on this survey, we will have that component. And Joe, in reviewing that, I do believe we did have a section on that, this time around it will be a bit more comprehensive. And so there will be more groups represented on that list. Any other thoughts or questions on this component?

- I don't necessarily have another question, but I just wanted to bring up the statistics that you brought up with the amount of diversity that we have at the city level. Well, I guess there is a question. I mean, either Raiya or Joe do you guys have goals or plans of how much or what percentage you want to increase and making sure that there's more diversity in the team or for city employees and also, sorry, I lost my train of thought, but yeah. Is there a goal that is set or have you guys discussed about where you guys want to see those numbers at in the next year or two?

- Raiya do you remember the number we use? I'm trying to pull up the HR goals that we have.

- We originally were looking at a certain percentage of increase and I think we landed at a 5% increase structured out over five years. I think that's what we were looking at.

- I believe that's what it is. It's a 5% increase, hopefully by department I think is what we're hoping for. But as you can see, I'm trying to pull this up here. You know, if you do 10% and your department has, you know, 12 people or something like that it's not easy to do as compared to maybe like a different department has like 200 or something like that. So that's where we... We thought it was a realistic goal based upon where we're at right now, because as you can see, it's not a very diverse population. So we wanted to have something that we felt like we could hit over the next few years.

- And I want to create space for anyone else who has questions. So if anyone else has questions, go ahead, but I do have one last question here as well.

- Well, I was just... I know that you said that you would put it in different media outlet, you know, about hiring or bringing people to Green Bay. Let's say, if you do not meet that goal, are you going to try harder to go to different states or something like that? Cities, bigger cities to try to attract people to come to little Green Bay?

- Fantastic question. So the short answer is yes, and we have also been working really diligently to connect with surrounding states. So looking at Michigan, Illinois, Minnesota, a few of our postings are also national. And so we promote out on LinkedIn from a city standpoint, but then also from a personal account standpoint, our generalists promote out on LinkedIn, so we have access to that and that's something new that we have implemented since I've been in my role and so we're very excited to have access to this. And so we've been really amping up on what we're able to cascade out and promote and showcase. And so that has been fantastic. And we are able to track to see by diversity to see who has applied to different roles. And so we do have software where we can do that. So we can have a further understanding just from an applicant basis. Are we reaching populations that we're looking to reach? Do we need to change some of our strategy up a little bit to see how we can reach people in a stronger capacity? And so we are definitely having ongoing discussions surrounding that. And we look forward to creating these partnerships with different states and different universities and connecting as strongly as possible with surrounding areas as well.

- Great, that's awesome.

- Other thoughts or questions on this.

- Raiya have you guys tracked, why people aren't applying or who have a diverse background or why people are being turned away if they do apply?

- So to my knowledge, our generalists do ask if something is offered and if an applicant decides not to take our acceptable, our generalists who have contact with that individual do inquire as to the why behind it. And so that's something that we're on top of, and we continue to have discussion about ensuring that we're gathering that information and that data to figure out the why. The goal here is to definitely in any case get as much information as possible. So in my last meeting surrounding recruiting and hiring for DE&I, that was that we touched on is really digging deep into when candidates, if they're turning a roll down, what's the reasoning behind it. And how can we kind of create a system to understand that further as part of our protocol.

- And I'm so sorry I keep bothering you guys, one last question,

- No please, that's what this time is for, have at it.

- Have you guys discussed about salary rates and if it has been fair, you know, through the three years and how you guys are going to move forward, making that more equitable.

- So this is something I've touched on in our meetings and I've raised to try to find out, you know, from a national perspective, this is a big discussion right now, right? And so internally, of course, we want to echo those discussions and figure out what more we can do as a whole to try to ensure that we are being as fair and equitable as possible, and so we'll continue to have those discussions to examine where we're at and what needs to be done and Joe you may have more information on that than I do at this time.

- Yeah I can tell you about the city maybe as a whole with the compensation study. There was one that was conducted in 2016 2017, and 2017 is when it was finalized to look at all of our positions. I'm not sure if that's what you're asking about, but that was the first study that I think they did since the 80s. That's a long time as you can imagine. So I hope to have a salary study done in the next couple of years to do maybe around every,

you know five to seven years or at least ask some targeted positions on that, because as you all are well aware there's a huge gap between the private sector and public sector right now, one of the biggest gaps we've had in in some time. Yeah we definitely have to make sure that we're competitive and sometimes it's difficult to be competitive with the private sector, but we definitely want to make sure we're competitive with other municipal municipalities and what they're paying to especially for our area. So I would anticipate the next couple of years, we'll look again at all of our positions and see where we're at in comparison to internal and external companies.

- Me again. So just wondering again, you know, this is focusing a lot on the, well, basically on race. Have you thought about people with disabilities to include in your staff and you know.

- Yes.

- Yeah, there's one program called project SEARCH that we're hoping to learn more about and work with have some opportunities through there. I believe project SEARCH works through the Department of Workforce Development. That's one project we've been looking into to try and hire more people with disabilities and incorporate them into the workplace.

- Any other thoughts, comments, questions on this section. These are fantastic questions.

- So this might be a little outside of the scope of things, but because I know this is talking about internal hiring and things that deal with the city, but have you guys discussed with people who have the power to hire contractors, outside contractors, have you talked to them about hiring a more diverse group of people and I guess just making sure that there's been even spread of different groups, I guess.

- Are you speaking about in the community Tara?

- Yeah. So, this kind of goes back to the training. So have you guys touched about... touched up on the, I guess the idea of when you're reaching out and working with outside municipalities or outside private businesses or whoever you guys contract work with, do you guys do training on that, making sure that they reach out and they really dig deep and try to work with minority owned businesses as well?

- So I do not know if we've taken that step yet and maybe you don't want to call it a modular, but I'm not sure if the mayor's office has looked into that or if other departments have, but I do think if that was something to be done, I think they would have to be included in kind of like an RFP process and that it's part of the score is when we decide who to go with. So I do think there has been an effort to try and contract with more minority owned businesses and things like that, but I don't know anything officially has been done, but I think that'd be something for us to explore with our RFP process, that it's part of the scoring that we use before we pick a vendor to work with. I do believe we have incorporated into all of our contracts anti-discrimination clause and all of them that they have to agree to. That's a pretty common clause that we have, but that was implemented a couple of years ago.

- Okay, thank you.

- And just to add to that, this is... talk about serendipity. This is a conversation the mayor and I were having specifically today to talk more about how to recreate a process that looks up procurement, contracting and other elements moving forward, looking through a lens of equity and inclusion. Other communities we've seen both across the state and across the country have implemented these subjective measurements, including heavy emphasis on locally procured elements that often reflect the diversity of the community. So we are actively exploring that conversation. This could be something that the commission could take up and support as a recommendation. So that's something that you all are interested in pushing for and thinking more deeply about. I can imagine that there would be a lot of open minds to hearing what this commission thinks about creating that kind of dynamic, where both procurement and contracting had a deeper equity lens as well as an

orientation towards local, as well as around ability and access so, not to give you more work but if the commissioner was interested in having that conversation, I imagine a lot of us would like to participate in that conversation and would support those kinds of recommendations.

- Just to make sure that I'm tracking. So in order to move forward with any kind of vendors or supplier diversity program that would live outside the confines of HR. So then we'd have to create a new structure to support that. And so having that recommendation come from the commission would give that some teeth. Is that what you're saying?

- Yes, meaning that any kinds of shifts or changes into our procurement or consultancy contract would may require actual ordinance change shift versus just a practical shift. So the recommendation was to work towards increasing supplier diversity, contractor diversity and very of mechanisms including, you know, hiring locally. That would... If it passed the muster and had the ability to do that, there may be a portion of that that could be just implemented, but we were talking... The mayor and I talking today, there might actually need potential council approval for a shift or change in policy or procedure. Again, because we're still exploring that we don't know where one ends and one begins or where that becomes you're going to always invite our legal team to the next meeting, but that would have to be something if the commission was interested in exploring to set up some time and put down an agenda and create the room to have that discussion so I can't concretely answer because we may not exactly have it right now, sure We don't know where administration begins and ends and where approval by the council begins and ends, but maybe director Joe Faulds could tell us more about that line but I believe it may need or require council approval but I am unsure.

- That's helpful, thank you.

- Yeah, just quickly. I think what we would have to do is... and I'm not well versed in our procurement manual that we have, but I think we have to review that and then maybe just kind of look at what some other municipalities are doing or other organizations and see what maybe common general concepts we can include in our procurement process and go from there. That's what I think would be by the next, and I do think the common council does approve the procurement process. So it just be I think incorporating some of those DE&I initiatives into that process.

- Okay. Before we move on one last call, any other comments or questions surrounding this section? Okay, I'll move on to component five, which is community partnerships. So the goal here is to form long lasting and intentional partnerships with the Green Bay community to impact diversity and wellbeing for all community members, for the purpose of growing diversity, equity and inclusion within the City of Green Bay and the outer line community. Furthermore, this is to raise awareness surrounding DE&I statistics and progress internally and externally. It's also to create a space for diversity of thought, awareness and continual project collaboration and outreach with area organizations. And so just to go over a few of the action, excuse me, action items here, the diversity and inclusion coordinators to sit on and contribute to area DE&I task forces. So I sit on three of those, one for the New North, one for the Fox Valley and one for the Chamber. I also am a member of a subcommittee on diversifying area boards for local organizations. I help oversee the Human Rights Campaign documentation and Scorecard. I also participate in Hidden Bias and cultural awareness cohorts. And as you can see, the list goes on and so, I am really looking to serve externally, create those partnerships, maintain those partnerships and grow those partnerships and help to consultant influence within the community to really help create a space of belonging and inclusion for the City of Green Bay. And then under this, we have a component as well with the Equal Rights Commission. So that's the start-up of the Equal Rights Commission and then looking to assess the needs and concerns of the community and then developing projects and policies based on community DE&I which will be ongoing. So that is the strategic plan as it is today. Any questions on this component or comments on this component? Okay, I will stop sharing my screen at this point.

- Raiya sorry I do have something real quick. So that that's a lot of work for one person. Have you discussed with Joe or that, you know, with the city about possibly getting some help with that? I know you have us as

commissioners but you're doing that, you know, those tasks daily during your work hours and behind scenes. So is there possibility for you to get help.

- Joe would you like to speak to that?

- Yeah, I'll go ahead, you know I think at this point, we're not looking to add any positions to the HR budget or I mean that's just kind of how we are across board based on our resources. But I do think, yeah, I'm glad you pointed this out. Raiya's put in a lot of time and effort into this. This is not an easy project I mean, look at all the resources she's researched and brought into this also meeting with HR staff and other departments and just getting information from outside partners too. So she's done an outstanding job putting this together and I think it's also to keep in mind, it is a lot of work and there's a lot of things for Raiya to do. We also know with like the recruitment, we have about two to three people in HR staff that are dedicated to recruitment. And then we also have other departments and supervisors that are dedicated to creating this atmosphere. So it's really a lot of Raiya bringing the resources to the organization and then also we have a training component as well that we're going to start with the Raiya, helping train some of our employees. So it is a lot of work and we'll continue to evaluate it because we don't want to have too much on one person, but there are also other staff that are able to assist Raiya in some of these areas.

- Any other thoughts or comments on this? Yes.

- Yeah. Jon, do you want to go ahead.

- No, go ahead Cristina.

- No, I just had a question and maybe you have already said it. What's the timeline for this.

- So right now, so this was created at the beginning of 2021 and I began implementing it within a month of creating it. And so the timeline right now goes through the end of or Q4 of 2023.

- Yeah, I just wanted to say quickly, you know, sort of building on what Tara, you know, kind of alluded to a couple of minutes ago that, I mean, this is an impressive vision and an impressive document, and just want to thank you for your work putting this together. I'm glad our city is, you know, following this this path. So thank you.

- Absolutely, my pleasure. I'm so honored to have the privilege of being able to just have the opportunity to observe and assess and look at what more we can do from a holistic standpoint to enrich the community so as you saw these are five areas that I've come up with. But as I mentioned before this is a very agile document. And so any input is welcome and we will continue to assess. And from where I sit, I am always assessing to see what more can be done in this space. For DE&I, not only internally but externally as well. And when we look at even current trends going on, where we see many companies are more moving to more remote status for employees, and so that's an opportunity, and I know the Chamber is working on this as well, and Amaad could probably speak to that you know, we're really looking at what we can offer here. And as those populations look to perhaps come this way, a lot of what I do is looking to see you know, serving the community that we have at hand right now, and also looking to see as we grow and diversify, because we know in time, these populations are going to continue to grow and grow, right? And so part of that is equipping the city for what the knowledge it needs to have and the sense of belonging it needs to have to continue to welcome populations as they arrive here.

- Yeah, again, I also want to echo what Jon and Tara said. That's a very comprehensive document that, you know, loaded in a sense that is, you know, requires actually not only one person but the community to work together to make it happen. And with DEI, you know, the community partnership app, not only that do we look from the equity aspect of it, but also accessibility of services to the community. I was just thinking, you know, as I sit in my office, people come with things like, how can I pay, you know, a parking ticket in the city?

Where can I go? You know, we're thinking about equality, but also accessibility of services within the city is paramount. So going forward, Raiya you have our back and expanding the community you know, making sure that we rally around you. Green Bay is becoming more diverse with a lot of individuals like me with this accent coming a lot nowadays. So you will be... we'll do behind the back to help you to make sure that we... this is not one person journey but a collective journey.

- Thank you so much. I appreciate your words immensely. And as you said, this is a community effort. This is a collaboration and partnerships are born out of these efforts. And so I appreciate that and I look forward to working with everybody to enrich the community around us.

- Thank you, Raiya so much for sharing documents. And for going through it with us. The time is now 5:55 p.m. So I just want to be mindful of everyone's time. I want to see if anyone wants to make a motion to have this document receive a place on file so that we can discuss it in the next two meetings if there's anything or any other ideas that come up.

- You want a motion Tara?

- Yes, if you guys think necessary, if you guys think that this is something that you guys would like to continue to review, and if there's nothing at the meetings, we don't have to discuss about it but just to have it on file I think would be... if there's consensus on it but if not, then we don't need to.

- I mean, if you need a motion, you know.

- I'll second.

- What would the motion be? To continue discussing the document as it evolves to...

- Yap, so the motion would be to have this document receive a place on file so it'll stay on our agenda in case anyone has any more inputs in the next couple of meetings. But like I said, if it comes up on the agenda and no one has anything to say, we just move on to the next agenda item. Was that a first from...

- From me. Okay, okay.

- So we have a first from...

- Elizabeth.

- Elizabeth and then the second from commissioner Shelton. Okay, so then the motion to receive for the signatures place on file is approved. And then it is 5:57 now. So I...

- Oh, excuse me Tara Yang

- Yap.

- I think you have to have everyone vote on it as well.

- Oh, sorry.

- Yeah it's okay. All in favor, sorry. I always miss that part all in favor, please say aye. Any opposed please say nay. Okay, so that motion is approved. Okay, and then can we get a motion to hold the second agenda item for the next meeting? The second agenda item is has to address the needs of different groups in the community.

- Can I just... Can I have a point of order here actually? How long has our meeting scheduled to go?

- It can go as long as you guys want it to.

- I'm sorry, I always just mistook it as one hour. because that's about EDI does but okay. Yeah, no, Jon you're right. Good question. I mean if everyone is still able to meet, then we can definitely discuss agenda items tonight.

- I don't know if this is out of order, but if the folks are okay with this, I would be okay staying for like half an hour to just kind of talk about, you know, given that we've, you know, been a commission for a couple of months now, and haven't had a chance to talk about much of a kind of very specific direction. I think it might be good for us to talk about that if people have time.

- I have time.

- Commissioner Yang you are on mute.

- I'm so sorry. I was just echoing what Jon was saying, but it seems like I haven't seen or heard anyone saying no so we can continue to agenda eight on number two then, which is to address the needs of the different groups of the community. So Jon, commissioner Shelton I'm going to let you lead this for right now and then I will chime in.

- Sure, I mean, I think I appreciate that. You know, I think we... you know, it's very exciting to have this group of people here and you know, I think if we think back to the mayor's charge on this, you know, he was really pushing us to think about things that could be potentially transformative. And I guess, you know, as I've thought a little bit about this and, you know, just followed city politics, you know, it seems like we have an opportunity here because there is funds from the, you know, the ARPA dollars, right, and there's this conversation about I think it's like 25 million or something like that. And, you know, Joe or Amaad Rivera might be able to give us some details on that if I've got the numbers wrong. But, you know, I think, you know, thinking about, you know, those funds being allocated at yeah or at least kind of put in the pipeline I guess at some point soon, we might want to think about, you know, how we might make some recommendations about those funds moving forward. So I don't know what other people have been thinking about this kind of stuff, but, you know, one of the things that I've... you know, I've kind of had some conversations with people and thought a little bit about this and, you know, I actually kind of took seriously, you know, the mayor's charge to think about this in the context of the Kerner commission. And one of the things that... the things that occurs to me that we might want to think about, you know, taking some action on somehow as this commission is the issue of housing. So we have, you know, a pretty significant challenge to this community is affordable housing. We know that that's connected, you know, to issues of race and, you know, I don't study this so I don't know, but I would assume probably disability status and many other categories. And so I know that there's a... there's a particular amount of the ARPA funds that are either earmarked by the Federal Government for housing, or I think the mayor has a framework in which a certain portion of it, if it's adopted by the city council would be, you know, essentially allocated for housing and economic development and so, you know, I just wonder if there's anything we can do as a commission to maybe make some recommendations around that that might help to structure how that money is allocated. So one idea I had is, you know, I don't have any ideas about how to allocate it, but, you know, one idea I had, if this is something that folks wanted to do was maybe try to organize some public hearings, you know, where we hear from different constituents in the community about the challenges, you know, of housing, and then that might down the road structure, you know, some recommendations, you know, in terms of how maybe some of the ARPA money is used. So those are just some thoughts. I mean if people have other ideas that they want us to consider, I mean, I think that would be great too. I just... That's something that I've kind of thought about is as you know, in the past couple of months, but, you know, curious to hear any feedback folks have there or on anything else.

- Thank you for that commissioner Jon. I agree. We do have right now, everything is aligned. You know, we have the right stakeholders in the table, we have funding available. So right now would be the best time to make recommendations if we want to see any positive changes. And I know Amaad housing is your baby Amaad. So I know you do have a lot of information on that, but real quick before Amaad gives us a little bit more information. I just wanted to make sure that moving forward, having in addressing the needs of the community, we look at it strategically and we... we strategically incorporate the public and their inputs in this so that we can... we understand how to organize and prioritize their needs. But Amaad did you have any comments on that? And can you share a little bit more Amaad if you know about what the housing committee is up to or what the plans are?

- Well, one, I'm just really excited that you all are interested and I think to both president commissioner Tara, and commissioner Shelton's feedback, I think, you know, the hope is that you all take on issues that you think are really important and you work to figure out what that looks like and build on recommendations that going to help shape the future of the city based on a diversity of equity lens. So if housing in that place, it's a procurement and supplier diversity are things that you all take on diversifying the workforce of the City of Green Bay. You know, those are all up to you all. And so we're looking through your gut ends and thoughtfulness on who to bring forward, how to get more information about those things and build up recommendations coming forward. So I just want to like reiterate what I heard in your meeting. And then, secondly a quick update is that there is a housing working group that currently partners with the Chamber, local educational institutions, local community organizations, as well as the Chamber of Commerce. There's also an initiative that the mayor's on directly dealing with folks who are experiencing houselessness or homelessness who are currently unhoused. And so those are two pathways that we're currently working on. There has been a report that's been released on those who are currently on a house in the City of Green Bay and a series of recommendations that the city could tackle that was in partnership with local community foundation people who provide services to those that are currently unhoused, as well as the city. And that mayor himself was on that committee and shaped that we're currently working on the chamber stakeholders in city housing working group, which is part of the DE&I task force of the Chamber, Greater Green Bay Chamber of Commerce. We will be... We're currently honing in on a little bit up Green Bay style fund where they will be monies put into hopefully either a revolving or replenishing fund that would allow any participating agency, whether the city agency, a non-profit educational institution, or for-profit counterpart, to be able to put pool mind together. And that would serve as down payment assistance either potentially as a grant and or as a zero interest loan so that anyone in those participating agencies should be able to experience if they choose to do so home ownership. And so we'll be working through them flushing that out and presenting that to the public in the next three to six months, on what that will look like. And then there's obviously the ARPA dollars, which are coming forward. And there's about the mayor's framework of around \$6 million associated with housing and economic development initiatives around where you live, work, play, and build, your family, your legacies, your careers. And so, you know, we're looking for thoughtful approaches to how do we use that kind of money? Housing is obviously an incredibly complex and dynamic system that takes often a lot of mechanisms in place to kind of engage. And so these are the current things that we're working on, but you can also host a meeting where we only talk about housing. You could talk about specific initiatives, you could talk about the shortages or what you all think is best to best inform this commission to you know come up with recommendations or talk about both of approaches. So you know, I'll leave that in your hands, but those are the kinds of things that we're currently working on that are across sector with the city. But there's always room for thoughtfulness, particularly around the ARPA dollar usage, which needs to be allocated by 2024 and then used by 2026. This is one time money. And I think we're looking for catalytic investments that could really make a difference over time, not just in the moment, but really either serve as a model for what we is conserved as an option to really have some physical changes to the City of Green Bay to increase housing and access so. Again, these are all up to you. So I'm just rattling off a bunch of things. What you all think is best. We will keep coming back to you and asking for you so I would say the best suggestion I have is that if you think how's one tackle, then that should be an agenda item where you invite both folks from the city and other folks that you think to give you good advice and or the status of things, and figure out how to best inform essential recommendations coming from this body.

- Commissioner, Shelton, you had mentioned the potential of the stuff hearings, and I'm curious for what's in your vision with that. Is there a model that you have in mind, that to kind of play that out?

- Yeah. Thanks commissioner Vincent. That's a great question. You know, I hadn't really got too far in thinking about exactly what that would look like but, you know, I think one of the, one of the sort of value... One of the things that might be valuable, right? If you think back to the Kerner commission, right? They held public hearings with public testimony and you know, one of the things that we could do is, you know, hold these meetings in public so that, you know, we could, I mean, I know there's been some ink spilled in the newspapers about housing and certainly as, you know, Amaad just described there's, you know, a lot of discussion going on about this, but, you know, it's a really kind of elevate this as a public conversation so that recommendations we have. Again I keep going back to the, mayor's kind of charged for us to think about the Kerner Commission as an example, you know, a set of recommendations that, you know, obviously we wouldn't be able to do this, you know, super soon, but you I'm picturing a series of, you know, hearings where we can build to some bigger kind of recommendations that could structure, not just the ARPA dollars, but future decisions made by the city about how to ensure that everybody has access, you know, to good housing right? And that's kind of what the Kerner Commission did, right? It made these very far reaching, you know, set of recommendations and weren't all listened to right? But you know they did elevate a lot of issues around poverty and economic insecurity and how they connected you know to a lot of the urban insurrections in the 1960s and so, you know, obviously we don't have the kind of resources that the current commission has, but I think there are ways if we were to have some public conversations that, you know, we could also kind of elevate this, you know, onto the... I know other people are doing this too but, play a role in elevating this on sort of the political radar as well. So that's kind of what I'm thinking, right? So, in terms of nuts and bolts, right? I could imagine many of those groups that Ahmad mentioned, you know, having them come in and testify, but also you know, all of us here have connections to different constituencies in this community, you know, getting people that might not show up at a chamber of commerce committee, A chamber of commerce hearing to come in and testify about their experiences, trying to secure a housing here, right? So that it's not just kind of like, you know, because you read these newspaper stories where you have these like anecdotal quotes from people, but you know, maybe pulling in some more folks from lots of different constituencies to have a kind of structured conversation about what people are actually experiencing in addition to, you know, some, you know, what we're, you know, the aggregate numbers are right? That I'm sure the chamber of commerce are working with. So those are just a few things that I was kind of thinking, but you know, obviously I haven't gotten too far in this, so, you know, whatever recommendations other folks have here would be what would be, I think like really welcome and a good part of the conversation.

- [Marc] Is anybody... This is mark. Is anybody aware of how much ARPA funding is still available to the city? Or have we basically allocated at all to certain projects?

- This is Amaad speaking, There's approximately 11 million. We are obviously finishing up the budget process that should be moving forward to the portion that's covered obviously the cost of related to COVID and back from the city itself. But there is approximately \$11 million available for the various categories I mentioned earlier. And so, it hasn't been allocated as of yet. We are like I said, we do have a framework that we're operating from and housing affordable housing and housing access. It has about a \$6 million attributed to that six to 10 million attributed to that. So obviously we're looking for, again, this is one time money, innovative catalytic projects that could help make a major difference in people's lives, or an idea that hasn't been done yet that we could support. So you know we're obviously open, we've done a survey, we've had two town halls and two city council meetings on this, but we're always open until we can't be which is up until 2024, where it has to be allocated. And 2026 we're asked to be spent. Those are the two things that we don't have much control over.

- [Marcus] And how much of that six to 10 million has been discussed or possibly planned for tiny house development, any discussions on tiny houses?

- There have been discussions. We have not gotten a recommendation, or there was not that much feedback. I believe some people commented that on the survey. If that's something you all think we should be looking at exploring, I think you should... You should get together and think about that and put together a proposal or suggest that we explore that proposal. So I think... So yes it's been, again it's been generated, but there hasn't been either advocacy or support broad-based yet on that particular idea. But I think the, obviously then there's a ministration is open to that.

- The money that is going to be coming from the United Nation to do different work around, you know like plowing the roads and things like that, is that money going to be allocated for certain things, or is that strictly like to sustain the city that all I know is I know that the agreement that mayor Genrich, and the United nation have basically reenacted after a number of years of not having the, in place that money that's coming in for the city. Is there any of that money? Is that already strictly allocated for certain things, certain departments or anything like that? Are you aware.

- There is a... What you're describing is for everyone else in the room or in the Zoom chat as the new agreement that we had with the United Nation. That is not that there is like a one-time, I'm now up to \$500,000 and other goods and services that can be negotiated on that. And then there's a shared governance structure around various types of things. I do think that that is different than a variety of infrastructure projects or housing projects. The United Nation did get an allocation of ARPA dollar, that they ultimately can decide on their own out of navigate and navigate and decide how they're going to spend, with those same... A similar time restrictions. But currently right now, there is nothing in the shared governance agreement about necessarily building housing. I would say that that's relatively a smaller amount of money, like ask fiscal dollars than other types of things that we currently have before us. But as I said, there's always something to be said about thoughtful partnerships across both sectors and boundaries of municipalities and nations to figure out housing solutions if that's something that their commission is interested in doing.

- [Marc] Okay, yeah. Just curious, just to piggyback on what you were saying too, like thoughtful partnerships. I think there might be an opportunity there with Oneida, Green Bay and possibly Menominee where we could possibly utilize some type of ARPA money to kind of, I don't know how it would work. And like, I don't know like the base of it all, but I know that Green Bay obviously has a large native population here at me being one of them to be exact. I think that there... If we pitch it right, I think there's a way for us to kind of help solve some of the issues that both Menominee, Oneida and Green Bay have and dealing with, you know, this housing issue. So I think definitely going to sit... I'm going to sit on it for a little bit, but I'm just putting it out there that there's something there. I know that Menominee has millions right now in ARPA money that they would need either utilize, I don't know about Oneida have had a pulse on the BC in a while. So I think that's the biggest thing is just really understanding where they're going to come from, what they're going to utilize it for. But if there's a way where we could picture that tribal members both Menominee, Oneida, maybe even Stockbridge too. Because I know those are like the three tribes are kind of in our... Within like 90 mile radius where we could create something that has something around the lines of creating housing for tribal members that don't have housing in the cities. And maybe somehow piggyback that on to allow other folks in there as well. I don't know, that's just what I'm thinking about. But I think that this whole concept that we were developing on the Menominee reservation around the tiny house community, and like actually building an intentional community. Tiny houses aren't really that expensive. That's the beauty of it. You could have it at like 300 to 400 square foot, enough space for someone to live in. But I think that it would be really interesting to like, see how that works, but I'm just putting it out there food for thought, not really like, I know what I'm talking about right now, but more just like there's something there. I don't know what it is yet, but there's something.

- Amaad thank you for sharing other information. And thanks for the questions Marc. I kind of want to go back to what Commissioner Shelton was saying about some of the public hearings and just getting some testimonials from the public. Now I... you know, I want to get input from the other commissioners on how you guys think we should go about that. And like Mr. Shelton was saying, we all do have, you know, we're deeply rooted in our community. So we are able to get, you know, the people who wouldn't typically come to these meetings to come and we have, you know, we have connections. And so how do we do that? What are the next steps

for this? And what, you know, because before we can really, really push housing, we have to really kind of get a scope of what's really... What the need is in the community. And we know housing is high, but, you know, it'd be nice to actually really I guess to have some testimonials on that. And also you know, I think that you know especially for Joe. Joe, are we able to create working groups within this commission or no? Is that against the...

- That's a good question. Let me get back to you on that, because I think you could run into like a walking quorum issue if you're have multiple people talking about issues before you have a meeting. So it looks like you're deciding it should be neat. So that's one thing I'll get back to you on. So you could always... I think the working group would have to be less than a quorum. I mean, there's a lot of rules around that. So I thought is you probably cannot have working groups, but I do think though, if it was individual commissioners that, you know, were designated projects or were designated to work with staff, maybe it's one or two, I think that would probably work.

- Okay, yeah. Because it seems like there's different categories here. There's housing, procurement, and then hiring. And there's a lot of different things that, you know, sometimes we can't afford to hold it all off, you know, we can't afford just to work on one little... One topic or subject at a time, you know, so it'd be helpful if we're able to do that. But that's just what I think. I, you know, other commissioners, what are your ideas and thoughts on that?

- I would say that I'm supportive of both of the frameworks that you laid out. I do see value in gathering just initially the... Just the sentiment of the community. And most likely housing will rise to the surface, but I'd love to cast a wide net if we can to get more voices in the conversation. Those two to three major priority areas are. I love the idea of breaking up the work and having us, you know, one or two of us break off and kind of, you know, as a working group level lead that initiative. But I'm supportive with the plan.

- I guess my next question for the group is when would you guys like to implement these public hearings and invite the public to come speak, you know, to us and you know, what do you guys see the timeline being for that? Before the new year or after? Or...

- [Marcus] I would say after the new year, you probably want to build obviously yeah, we have connections. We have the ability to bring people there, but to meet a much wider audience, you'd probably want to promote it. Probably want to get somebody that like a really nice. I don't know if we have the budget for it, but like, you'd want to have someone who makes really good food in the city. Like someone who makes really good food in the city, I'm not lying. I'm not kidding about this, like really good food. And you promote that much as you can. And you basically put it up. Usually when it comes to like public events, usually it's like, what three months? At least three months out. And then you just keep promoting it and just keep people, you know, do catchy advertising, however that works. Because if you're just going to throw out little flyers, two weeks, maybe a Facebook ad, like a month before, and I can't get anybody there, but if you really want people to be there, you're going to want to have good food. And you want to make sure that people know, that it's happening and you want to make sure that it's at a time that's reasonable for majority of people. You're not going to get everybody at the same time, but, you know, a reasonable time for people to be there.

- Commissioner Grignon are you, are you offering to cook for everybody?

- I love to cook for everybody. Depends on what you want to eat. I can always make something delicious but it depends.

- So, more seriously though. So are we thinking that we want to focus on housing or that we want to just have a more sort of general conversation where we're bringing in people from the public to kind of talk generally about what they see are our issues. And I'm fine with either. I'm just trying to clarify, you know, cause that might help us to figure out a timeline if everybody wants to go in that direction. I mean, it doesn't sound like there's any, you know, serious descent, but I think, you know, we should all be comfortable doing that because it's, you know, it's going to be some work.

- [Marcus] Yep. I would say that I'm just, this is me again. I would say that basically you'd want to have it open to have people come in and then obviously like we have, I hate to say this. We have an ulterior motive, it's housing. So we want to make sure that like we get as much people there to talk about the issues and there's going to be another issue that comes up, but they want to make sure that there's evidence-based thing like out of, let's say we have this event out of the 200 people that show up, 75 people say that housing is the biggest issue. Now we can take that to whoever it is, policymaker and be like, look, we had an event 75 people said that we need housing is the biggest issue right now. And this is what we should be focused on. That's kind of what I would say. I keep it open-ended, you know, people are going to want to come in and talk, whatever they want and we should have... We should have... People should have the ability to come in and talk about what they think is important for the city.

- Well, my take on it is, you know, if we host two or three meetings and each one has different topics that are more specific, I think people would be more willing to come to those. It was just that. I mean, I think we should definitely, yeah, whoever comes, they get to voice their opinion. But I think maybe having like a, an overall like topic for the sessions would be helpful. So say housing is one and then whatever else there is, if that makes sense.

- So could I make a proposal then? What if we sort of shoot for some kind of public forum hearings, whatever we want to call it, that the ERC hosts and we do it in January and maybe we even do it during Martin Luther King Jr week right? And we, and we kind of do a tie in, and then we have a meeting in December, I think Joe put out a date and maybe that works for people. And we could use that as kind of a planning meeting. As long as everybody can mix it, or we try to find a different meeting in December. And then we, you know just kind of try to build for something in January where we can get some buzz going around this.

- So Commissioner Shelton are you proposing that the meeting that we have with the public is focused on housing because we had a couple of proposals, want an open meaning I'm kind of like leaning more for a focus meeting. So because if you have an open meeting, you're going to have a variety of people bringing up all sorts of issues and I think that for us to kind of carry on some initiatives, we need to start working on something and they be more concrete I agree with you that housing is a big issue, but housing is not unrelated to other issues, which could be different other, you know, tangential issues that that will be with that. So my preference will be, if we're going to go with this number one, that we keep it focused. Number two, that we work with organizations established in the city. I have a number of experiences. I'm sure that I'm speaking for everybody here of having, trying to gather a group of people. People have jobs and many peoples, especially in certain communities, multiple jobs and child care issues and so it becomes difficult to have a good attendance to certain meetings. So I think that it will be good to invite specific leaders of our community that they can bring, you know to the meeting whether they hear some issues around housing.

- Yeah Commissioner Ortiz. I think that's all, you know, I agree with all of it. And you know, I think what we could do is at our meeting in December, we could like, you know, all kind of brainstorm who would be in the organizations, who's going to be actually do the reach out to each one and that way it's, you know, it's nicely planned and structured and so we're not just like, as Commissioner Grignon said, thrown out some flyers and hoping for the best.

- It could be a good opportunity also to introduce ourselves as a members of this commission, to the community and to the people who come to the meeting.

- Yes, I absolutely agree with that. And challenge is that I think that's much needed for us to introduce ourselves.

- And also to introduce, I think what the commission is here to do in January. It was probably not a great understanding of what we are to do. And so if that's the lanes we want to take, maybe the meeting can just be

focused on the three areas within the non-discrimination ordinance of housing, public accommodations and employment right? And as a way to sort of solidify why we're here and then also to focus the conversation.

- Yeah, that's good.

- Yep I agree with that absolutely. So do we have a consensus to use our meeting on December 15th as a planning meeting for this event in January then? Can everyone make the meeting in December?

- Is it December 13 right?

- Oh sorry--

- It's Monday, December 13th at 5:00 P.M.

- Sorry 13th okay yes. Monday, December 13th at 5:00 PM.

- I can make it.

- Yap, I'll be there.

- Yes, I can make it.

- So we will put that item on the agenda. The item would be planning meeting to discuss and plan next steps for... What are we calling the event in January?

- We can figure that out at the next meeting.

- All right, we're just going to say...

- Everybody can kind of think about that between now and then.

- Okay. Does anyone have any further comments, questions, or discussion points that they want to talk about? And again, this agenda item is to talk about issues or needs of the community.

- Can I just say one thing quickly if we don't, we obviously, you know, everybody's busy you know, finding times to meet has been our biggest challenge. You know, obviously we don't have a date now, but if we are tentatively thinking, something to coincide with Martin Luther King Day, you know, maybe that's something for people to just think about when they're scheduling stuff for the next few weeks. Just trying to keep that as open as possible is King Day the 13th or the 20th, does anybody know? Oh, sorry I'm looking at December.

- It's the 18th.

- It's the 17th.

- 17th.

- It's the 17th okay. So maybe something that week would be good.

- Do we have any restrictions for public gatherings due to COVID-19? I mean I'm assuming if we're talking January is going to be an indoor gathering. So what is the limitation right now? Or does the city have any...

- At this point I don't think the city has any restrictions as long as people can social distance. So this is kind of a comment here. I think when you talk about getting public input, there's multiple ways to do that. And you'd

probably want to use a variety of ways for each topic as well. So, you know, a public forum just like this, where the hybrid model might be perfect. You might also, I think Commissioner Grignon was talking about kind of like a, they get together with like food being served. That's not as formal as a feedback you would get in here. And then you probably also have like a survey that you could use. So there's multiple options that we can talk about next month on how we want to go about it. But yeah, I don't think there's any restrictions, you know, if there's a big enough room we can get together. I think what we'll have to plan next month is, is it going to be a public meeting with maybe you guys running it as like a panel, or is it like a formal meeting like this where you make a motion to open up the floor and things like that. So these are all things that we can discuss next month. So it was a long answer to your question.

- [Marcus] We probably want to ensure that we have the ability to have video conferencing tool for people that can't join as well. So that, you know, loose our numbers a little bit more, obviously in my mind, maybe we have like a, we set the stage for a say of like what could be discussed, maybe give people an intro to everything of what we're doing when we're gathering and then if folks want to come forward and talk about it, that'd be great. I really don't want to sit and talk all night. If we're doing a panel, it doesn't sound enthusiastic to me I'd rather hear from everybody else. So I think, you know, if we're going to do that, maybe just recording, have a presser, like just different comments, maybe statements that we can share with the people who are there and then whatever kind of speaks to them, they can step forward and talk about it. I don't know that's how my thought would be, is kind of how, how to move forward. It's just get something to kind of spark people's thinking to kind of start thinking about this whole idea.

- So for the January Martin Luther king day, I just wanted to make sure that we're not, we aren't hosting an event for other organizations in the city are also hosting events as well, because I'd hate to take away from that. Any input on that or any...

- I think maybe we could kind of ask around about that. I doubt a lot of those are necessarily planned right now and probably most of them are on MLK day itself, which is probably not the day that we want to do it right? Because it's a holiday. So I think maybe if we could all just kind of think about that. I mean, you're absolutely right? It's a little, probably a little early to know that right now though. So I think maybe we can all just kind of think about that and then, you know, maybe we can settle on a date next time. I was just suggesting that if people could kind of keep their weeks open right now, you know, don't, you know, if at all possible don't plan anything big that week. So just kind of thinking that might be a good week for us to try and do it.

- Any other comments, questions, ideas. The time is 6:38 right now. So if there's no further questions, comments, or ideas, we can end the meeting now. Or, I mean, we can, if you guys have some more time to discuss, we can discuss some more, whatever the group is.

- Do we need a motion to adjourn?

- Yep, I just wanted to ask if there's any other things that people want to say.

- And I think with this item too, you could either have a motion to receive and place on file it's a very long abroad item. Or you could have a motion to hold and we could always carry it over if there was more discussion next week, pretty soon the next month.

- Okay, so then, but this would be a different agenda item from planning it, right?

- Yeah that's why I think it's, if you receive a place on file, this is such a broad item that after you plan next month, you're going to have so many other items you can choose from that. It's okay to receive in places on file.

- Okay so can we get a motion to have this agenda item receive a place on file.

- So moved.
- I second.
- So first is from Shelton. Second is from... Just so that we have that recorded. Okay, so then that's approved to be on file for the next meet.
- They're chatting, they have to
- Oh, sorry, oh my God.
- It's all good.
- All who are for it, please say aye.
- [Crowd] Aye.
- All who opposed say nay. Okay now it's a group. Sorry that is the one step that I always forget. Okay well, if there's no further comments or anything, then can I get a motion to adjourn the meeting.
- So moved.
- Okay.
- I second. So can I, so all in favor, please say aye.
- [Crowd] Aye.
- And all opposed please say nay. All right thank you everyone for a wonderful meeting and discussion today I appreciate everyone.
- Thank you thank you very much.
- Have a good night.
- Goodnight.
- Night