



MINUTES OF EQUAL RIGHTS COMMISSION

THURSDAY, MARCH 31, 2022, 6:00 PM

Virtual Meeting. Public may join via Zoom.

A. ZOOM MEETING INFORMATION.

I. Zoom Information.

B. ROLL CALL.

Present: Cristina Ortiz, Tara Yang, Elizabeth Kostichka, Marcus Grignon, Said Hassan, Michael Vinson, Jon Shelton, Diversity and Inclusion Coordinator Raiya Sankari-Diaz, Chief of Operations, Joe Faulds
Excused: Veronica Corpus-Dax, Isaac Kabacinski

C. APPROVAL OF THE AGENDA.

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

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

D. APPROVAL OF MINUTES.

I. Approval of the minutes from February 23, 2022.

Moved by Cristina Ortiz, seconded by Jon Shelton to approve.

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

E. REGULAR BUSINESS.

I. Consideration with possible action to review the City of Green Bay 2021 Human Rights Campaign Scorecard and make recommendations for the City of Green Bay 2022 Human Rights Campaign Scorecard.

Moved by Michael Vinson, seconded by Cristina Ortiz to approve staff and the Equal Rights Commission to create a work plan to attain a score of 100 for the Municipal Equality Index by 2024.

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 schedule the Equal Rights Commission meetings for the remainder of 2022.

Moved by Jon Shelton, seconded by Michael Vinson to receive and place on file.

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

F. INFORMATIONAL.

G. ADJOURNMENT.

Moved by Michael Vinson, seconded by Jon Shelton to adjourn.

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

VERBATIM MINUTES

- We're all good.

- All right. Thank you. Hi everyone. First and foremost, I just want to, or I'm going to call the meeting to order. It's 6:02 PM, March 31st, 2022. First and foremost, I want to say thank you to everyone for making time for the meeting today. I understand there's a little confusion, so I really want to thank you for making time. Next I'm going to take role call. So if you're here, please unmute yourself and say, here or present. Commissioner Jon Shelton.

- Present.

- Commissioner Michael Vinson.

- Present.

- Commissioner Elizabeth Kostichka?

- Present.

- Commissioner Said Hassan.

- [Said] Present.

- Commissioner Marcus Grignon.

- [Marcus] Present.

- And then I believe we have three commissioners that are excused today. Veronica Corpus-Dax, Cristina Ortiz, oh sorry, actually, I saw Cristina on here. Commissioner Cristina Ortiz, are you here?

- Yeah, present.

- Okay. Sorry about that. So, Veronica Corpus-Dax and Commissioner Isaac Kabacinski are both absent today. Next, approval of the agenda for the previous meeting or for this meeting. Can I get a motion for approval of the agenda for the meeting today?

- So moved.

- Moved by Commissioner Vinson.

- Second.

- Second by, was that Commissioner Ortiz?

- Elizabeth Kostichka.

- Okay. Kostichka, sorry. Okay. All right. All who are in favor, please say aye.

- Aye.

- Aye.

- Aye.

- Great. And I do apologize. It's kind of lagging on my part here. It might be my internet or my wifi here. But next, can I get a motion to approve the minutes for the meeting on February 23rd, 2022.

- I moved to approve.

- Okay. Motioned by Commissioner Ortiz.

- Second.

- And then second by Commissioner Shelton. Thank you, all in favor, please say aye.

- Aye.

- [All] Aye.

- All not in favor, please say nay. All right. And then moving on to the regular business. So today we call this meeting to discuss the MEI, which is the Municipal Equality Index scorecard for the city of Green Bay. And I'm hoping that Raiya you can kind of, remind us again, our score and kind of give us a little summary of what we're looking at for today.

- Hello everyone. Yes, absolutely. So our current score sits at an 84. And then, how does everybody feel about a screen share? Just so we can kind of walk through a little bit more as a refresher and just, take a look at what we're going to be speaking about here. Let's see. Okay. Is everyone able to see that okay? Can you see my screen? Yes, okay, great. So these are the categories that we're going to be discussing. So, looking at non-discrimination laws, and then looking at the municipality as an employer. Looking at municipal services, looking at law enforcement, leadership on LGBTQ equality, and then of course, down here at the bottom, we have our score. So these are the categories that we are going to be kind of walking through and that are here for everybody to discuss. So, you can kind of see the areas where we have credit right now and where we've had points given to us, and then I believe you've also had the chance to look at the different categories that still

have a zero number in place, so. We do have some areas where we can discuss improving, so that's kind of what we're going over this evening and looking at. Would it be helpful if I leave this up for a minute, just so everybody can kind of, look through that a little bit more? I'll just go back up to the top here and just scroll slowly.

- Yeah, I think that would be helpful. Now, Raiya, can you remind us, I remember that our score increased quite a bit, can you remind us about that and what was it that increased? What made it increase?

- So we went from a 60 to an 84. And prior to that I believe, when we had originally started out before my role here at point, I believe we were at a 27. So we have heavily increased within the last several years. And so, speaking specifically to what has changed, I have not seen the scorecard prior to 2021, so I can't speak to that specifically. Joe, that you have information on it this time?

- Yeah, some of the things that jump out would be like, the Human Rights Commission, you know, that's the Equal Rights Commission, so we got five points for that being implemented. So it was 22 points that we increased on. And I think if I remember correctly, I believe the law enforcement part, we had that previously two years ago, or three years ago, it might have been. So that's the one that jumps out to me that, and then I also think the LGBTQ liaison and the mayor's office, I think that's another one that is new this year. So that's 10 points. So I'm not sure exactly where the other 12 is coming from. It might be the non-discrimination in city employment with policy that was changed. That might have been, though I believe that was probably, two or three years ago that probably brought us from, you know, 27 up to the 62. I think that was part of that year. So those are the ones that jump out at me, but I don't have it specifically what the changes were.

- Can I ask a question before we move on? Sorry, my hand's up, but people probably can't see it because of the screen share. Raiya, could you just explain to us how this scorecard works? So like, there's the categories, which, you know, are sort of, there's a set number of points and then there's flex categories. Can you just explain like what that means exactly?

- So, I am not well versed in the flex points. That's something that I would need to do some further research on. So the standard points, I'm understanding how that's accumulated and we also have a criteria card that walks us through some of that. And I can definitely attach that via email and send that out to you all. From a flex standpoint, that's something that I would have to research more.

- Okay. Thank you.

- I have another question and maybe this is very silly but, who exactly assigned the points? Who's behind this? Is this a something that the city voluntarily engages on? Is this a mandate? Could you give us a little bit of background on that? What it means for the city to participate or to have a particular score in relation to what? Et cetera. Thank you.

- Sure. So this is done by the Human Rights Campaign. So the Human Rights Campaign is an organization out of D.C. and so, with the Human Rights Campaign, there's different categories. And so municipalities can submit information to the Human Rights Campaign to have their municipality rated on a scale of zero to 100. And so that's one way that it's rated and also, Fortune 500 in different corporations also participate in this, from that stance. So they are separate ratings, it's not all put into the same category. So this is something that municipalities all around the country choose to participate in. This is not mandatory. This is something that the city chooses to participate in.

- One clarification with that, Raiya, and I don't remember the exact number, but I believe the HRC, I think they always evaluate, either the top five municipalities or the top 10 per state. So that's part of the reason why the city has always scored on it. But any other city I think can voluntarily be part of the HRC scorecard.

- So just a quick follow up question on that then, we don't know exactly what the flex points mean, but there points that we want to get basically, right?

- Yes.

- Okay. Thanks.

- Elizabeth has a question.

- Yeah. I just have a question. So, all of these are based, you know, in equality, I'm assuming, right? I said that, for example, we have the LGBTQ liaison, so we can add, you know, because you said that this comes from, you know, Washington or, so we can add different categories here. Is that what it-

- So the categories-

- Uh-huh.

- The categories that are listed out are determined by the organization. So they create this grid.

- Okay. So, I mean, as I was reading the minutes and all this, I was looking at it, is there anything as, for the undocumented?

- That's an excellent question. So, from everything I've reviewed up to this point, I have not seen anything on this grid that would reflect that. Joe, have you seen anything in your work on this to reflect various populations?

- Are you asking if, I guess I don't understand.

- Yes all of these... Yes, so, for example, employment, housing, all of those, you know, if somebody wants to apply for housing, you know, the first thing they're going to ask is for the social security. So undocumented people, you know, and I read all the housing and, you know, being fair to, you know, gender, and employment, and race and whatever, but it doesn't mention anything about the undocumented. And I am sure that's the same for all of these categories. You know, all of these are pretty much, first thing they're going to ask you is, you know, for social security or something like that. So, most of the undocumented people, they do have a tax ID number, they pay taxes, but they don't have any rights to say. So I think as a Equal Rights Commission, we should look into that. Because they, I mean, they contribute to the society, they pay taxes, but they don't have any rights.

- So I guess I'll respond to that in the sense of, when we look at the non-discrimination laws for the scorecard, that's set up by the Human Rights Campaign, the scoring is set up by them. I know one of the initiatives that the ERC has is on housing and housing equality in Green Bay. So I think commissioner, what you were talking about is, probably outside of the scorecard, we won't get scored on that, but it's absolutely an initiative if the commission wants to look into that, something that they can do, but I don't believe we would get scored on that.

- Gotcha, but yeah, I think we should, as a commission.

- We scroll down to law enforcement. I can't...What happens... Cool. Thank you.

- I just wanted to say these documents are available as well through attachments. I believe Joe sent it out when he sent out the Zoom invite. So if you do need to, if you want to review it a little closer, I would recommend checking back in your emails for that. Raiya, can you give us a quick summary of the GI terminology and why some categories have a split point system and then others don't.

- I'm sorry. You cut out Tara. Can you say that one more time?

- Yeah, sure. I was just wondering if you can go over the acronyms, SO and GI, give us a quick summary of that, and then if you can fill us in on, what some of these categories, some of these have like split point systems. If you can kind of, share what that means with us.

- Joe, are you familiar with the acronyms?

- Yeah, I think it's, you know, sexual orientation and gender identity are the two acronyms and it's just making sure that they both are being covered, you know, with like the Human Rights Commission is covering both those rights for those categories. And same thing I think for like the employment discriminations. Because there can be, I believe, I think gender identity is not always covered under state laws. So I think sometimes they want municipalities to include that at the local level.

- Thank you.

- To help put Green Bay score into some context, the other municipalities across Wisconsin and what their scores were, both Milwaukee and Madison scored 100, Appleton scored 94, Racine scored 86, Oshkosh was 75, and Kenosha was 39.

- Thank you for sharing those. That's actually really interesting to know. That's give us a little comparison. So as I'm going through each of these parts, I'm looking at the ones, the categories that say zero. Joe or Raiya, do you know if there's anything that is being done currently or is, you know, there's initiatives behind those to make those go from zero to, what point's that again? So if we look at like part two there, municipality as an employer, and you look at like, transgender inclusive healthcare benefits, that can get a total of six points, but we have zero in that space. And then if you look at part three, Municipal Services, B, Enforcement Mechanisms and Human Rights Commission, you can get two points, but then we have zero in that space. So, do you know of anything that's currently, being worked on for those?

- I can start with part two, municipality as an employer. So when that talks about the, transgender inclusive healthcare benefit, we did have an item that we sent to the commission on that. There was a national and also a state, a mandate to have, you cannot have a discrimination with those transgender benefits, which the city did include in our healthcare plan. I believe it was either one or two years ago. So we submitted that to the Human Rights Campaign, but we still received a zero for that score. So we're trying to see what we need to do differently for that. So we feel like we're including those benefits, but maybe there's just something else that we're missing. So that's something we're looking into. And then when it comes to, the City Employee Domestic Partner benefits, that's also, I don't have all the background on it. I looked at this past year, and then also even like four or five years ago, it came up. There's a different like law in Wisconsin about recognizing domestic partner benefits versus legalizing gay marriage. So that's kind of in flux right now with how you get points for that. But I do believe, I think Madison or Milwaukee might have received points for that. So I think in those situations we could reach out to them and see what they've done for their benefits to receive those points. That's something we can work on. And then I think with the enforcement mechanism of the Human Rights Commission, that's something I think we just have to, we look at our ordinance and see what the difference is between Milwaukee and Madison and why we didn't have the enforcement mechanism for that one.

- Can you give me an example of what you mean by enforcement mechanism?

- Yeah. I'm not sure what the difference is, because I think we modeled the Equal Rights Commission based off what Madison and Milwaukee is very similar to what they have. So I don't know, in the sense of, there are situations where if there's discrimination, let's say employment discrimination, we do refer that to the, you know, the EEOC or the Department of Workforce Development, or the Equal Rights Commission to look at

that through the state. But there are some outside of it that we could look into if there isn't a state or federal agency that would handle that discrimination case. So I'm not sure exactly why we didn't receive points for that. That's something we'll need to follow up on.

- Well, we can't hear complaints though. Like Milwaukee's ERC can hear complaints.

- Yeah and that's where I think it's, we'll just have to make sure it's, what we would have to do to get the enforcement and also, you know, as this is, you know, created by the common council and the mayor, if that's, I guess a portion that they would want to include in the Equal Rights Commission, or if that's something the Equal Rights Commission wants to recommend to be included.

- Yeah, and I wasn't advocating for, I was just stating the big difference. Elizabeth wrote in the chat that, Said is having issues getting into the room.

- Yes, please. He texted me if someone can let him in.

- I think maybe Joe and Raiya could let him in. But while we're waiting for Said to come in, Raiya, I just wanted to ask again... Hi Said. Hello. Welcome.

- Thank you.

- So, just to update you real quick, we are looking over the, it's the MEI index, which is the Municipal Equality Index. And so it goes over... It's created by the Human Rights Organization or Commission. And so it goes over some of the human rights categories that are important to have in a municipal or in a city. And we're just kind of asking Joe and Raiya, questions about the scorecard right now. So, I believe that you should have these attachments from the email sent by Joe. But also you can see it on the-

- I'm sorry, I didn't mean to interrupt you. I just mentioned, they're also attached to the email that went out on March 8th. So, whatever anybody pulls up faster, if they're looking to access those via email. And I also pulled up the criteria sheet, if you'd like me to share my screen. So, if you'd like to look at that, I'm not sure if that was attached, I have it here. Would anybody like to view that? Okay, let me, I'm going to stop sharing this screen and attempt to share again. Okay. Does everybody see this screen? Yes. So, this is the way, and maybe this will and some clarification. So, these are the kind of methodologies used to gauge criteria and how things are, given numeric values. Does anybody remember if this was an attachment at all? I don't recall if that was sent out via email. It may-

- I don't recall seeing it.

- Okay.

- Yeah. I don't recall it either.

- Then we will definitely send this out via email so everybody can look through this a little bit further. Oh, there we go. So, this helps us just to kind of have an idea and I'll just scroll down a little bit. So Jon, to speak to your question, for example, to gain two flex points in the area that protects youth from conversion therapy, way that that would be gained from a point standpoint is to have the required documentation, which would be a copy of relevant municipal code provisions. So that's how we would gain flex points, for example, on that area. So everything that takes place must have documentation. And I think that we went over this last time, we kind of sorted through this a little bit, but I think it would be great to have a refresher. So, anything that we're submitting from points, we do back that up with documentation, which is attached and sent to the HRC. So it's not just a list of what we have changed, but we have the documentation to back it up. And you can find those documents that were submitted for this past scorecard in the email that was sent out, either one of those

emails that you received from Joe or myself. So this is a more kind of detailed description of how to go about gaining those points.

- When is the next, I guess the 2022 round of documentation due for the next updated score card?

- So that will be submitted by the end of July. So I like to have it in by July 28th. We have until the end of the month, but I generally compile it by the beginning of the month and have it reviewed by the city and then it gets sent out.

- If we could go back to Chair Yang's question around, what initiatives are underway to increase the score, I guess I have a related question. Is 100 the goal? Is there a goal out there that has been set? And whatever the goal is, it sounded like for based on the responses that, there are pockets where we think we're already doing the work, but with greater clarification from HRC around, how do we get credit for the work that we're doing, are there other areas where there are no initiatives underway and I mean, that could be a spot where the commission could voice some support for more activity?

- So to speak to your question in regards to, is there a goal, what a numerical put in place at this time, at this time, our goal is to increase. We haven't set a numeric value that we're looking to achieve. From my own input I think, striving towards anything in the 90s would be preferable, upper 90s would be my goal, 100 would be beautiful. And that's definitely a goal we can set for ourselves. It's really up to the commission and what you'd like to see happen here. And then as far as examining opportunities for growth and where change can be made, anything that is holding a zero value, I think can be seen as fair game for change and for energy to be put forth those spaces.

- Okay, but if I can just follow up, I think what Michael wants to know is, and correct me if I'm wrong here, Michael, but I think this is kind of where you were going in this direction. If we're thinking about what are some, like this is really the first conversation we've had about this, and this is something that's going to be due in a few months. Are there things that the city are already working on that are close, that we might able to help with? And I think, you know, because there's a lot of things left here that we could do, but obviously we can't put 25 things right now. So I think what we're trying to get is a sense of, at least what Michael's question prompted me to think about is how I should have framed that, because he may have his own questions. Is, what's in the work? Is like which of these things are we working on that we didn't get points for? Like as a city administration, that's what we're asking. Like, what is the city administration doing already? And if the answer's not much for any of these, that's fine. I think we just need to know.

- Yeah and I think, you know, we definitely look at all the categories and there are some, and I guess forgive me for this, but there are some that are kind of out of our hands in the sense of, sometimes they're like county, the county has the responsibility to pass laws or the state, things like that. But, so I'm looking at, let's say part three, like municipal services, a lot of that would be, I believe with if the parks department and some of the recreational services that we provide. We have not engaged them with... We have in the past, but I guess we haven't really dug to what we could provide and what we cannot provide. Like, youth bullying prevention policy for city services. Like that's something that we haven't really dug into, but we have talked about in the past. So, and then there are some other, like part five, leadership of LGBTQ equality. Some of that are just kind of out of our hands that are up to the elected officials to really own up. So, I'm trying to find something that... So we talked about the, Transgender Inclusive Healthcare Benefits, not a whole lot a that can be done at this point with that. The city contractor, non-discrimination ordinance. I believe we just put that into our contracts with contractors, but we don't have the ordinance. So that's maybe one thing that we could look into. Then inclusive workplace, looking at the criteria, I think we're trying to gear towards that, but really just kind of up to the scoring of the HRC. And then like you look at all gender single occupancy facilities, a lot of that has to do with financing and just being able to create facilities. You know, you either going to tear down a bunch of bathrooms and create, you know, single gender or the new buildings that you make will be single gender facilities or have those options. So, we could... I think we make it a priority to have those options in

new buildings, but you're not going to tear down a bunch of old buildings just to create that. That'd be a huge financial burden on the city. So those are the ones that kind of, off the top of my head I can think of.

- Thanks. That's helpful, that's helpful.

- I guess I'll just jump in with the flex points that we, I think Jon asked the question on before. My understanding is, I believe the scorecard has changed over the years and I think they're adding the flex to give more opportunities to get points, but also to kind of, push municipalities to increase the inclusivity to LGBTQ community. So I think that's how those get added on.

- So it seems like if, you know, I'm kind of reading this conversation correctly, what might be useful for us to do as the ERC is like, think about maybe one or two big things here. We could maybe think about taking some action on, or pushing on, I mean, conversion therapy, for example. I mean, has there ever been any... And I'm just throwing, I'm not saying we have to do this, I'm just throwing this out there. I mean, has there ever been any effort to like, you know, pass, you know, I think at any level we could probably like, ban that, right? Like, we need the city council of course, but like, has there ever been any efforts to do anything like that? Is that something that we could do?

- Joe, do you have any information from the past on that? Do you know if anybody's brought that forward in prior years to the council?

- I do not, no. I think going off of what Jon says well is, you know, we have 84, so it's 16 points away from 100, you know, I'm not... I'm athlete, but I can figure that out. So, if you look at the categories that we're missing the points on, you know, like I said, the inclusive healthcare benefits, you know, we're hoping we can get points for that. And that six, you know, the city contractor, nondiscrimination that's an ordinance. So I think that's something for the law department to verify if we have that in our contracts. And if the council would be interested in having that as an ordinance, then inclusive workplace, that's a criteria for the HRC to really look at, and then the enforcement mechanism. So those are, I think the big ones that get us to 16 and that a lot, the flex ones I think, that might be a good idea for the commission to look at. I mean, all of them, but look at the flex ones and say, these might be a few that we can focus on.

- So as I'm looking at this, you know I'm thinking, with the law enforcement portion, we have the LGBTQ police liaison and task force. I feel like, wouldn't they be able to tackle some of these issues and would you be able to get those flex points for those? I mean, you know, there's things such as like, provide services to LGBTQ youth, like, maybe they can work with the youth in that, or, you know, looking at like just different things. I feel like we can... There's things that we can do and incorporate into somethings, in the city that we can get those flex points so that, you know, because for, you know, so that our group isn't just tasked to, create those 16 points to get the 100 points. Does that make sense? So, you know, I mean, we do need to think how we can also support this, but I think there's room for other taskforce and different groups of the city to also participate in this as well.

- Like collaboration, you mean with other-

- Yes, exactly. But going back to Jon's point, I think it'd be valuable to hear from the commissioners, if any of you see, or if any of you have an idea of how, we as a commission can support this.

- I'd like to see the commission play a role in setting the goal of meeting the 100 mark. Whether that's with the core points or you maybe using some of those flex points to help us get there. And then working with the administration, with staff, and potentially other commissions to develop a work plan for how to get there. So, you know, it's not going to happen by July, but maybe if we were to set a goal for the city to reach 100 by the 2024 index when that calms us out, and then we map out over the 18 month period, what needs to be accomplished? Who would own it? So that we can keep track of it over the next two years. And we can wake up one day and have that 100 score. I think that's a role the commission can and should play.

- That sounds tremendous. That's great. It sounds like a really good plan to me.

- Yeah. Thank you for sharing that Commissioner Vinson. I think we do need to have a work plan for this. So I think that's excellent to bring up. Anything that Raiya or Joe that you foresee, or that you think that might not work or is that even helpful for the city staff?

- If I may jump into the part one, non-discrimination laws, I think the list is, you know, two things or to speak, it's not inclusive. I wanted to see some other variables included. Like employment, housing and public accommodations, and other two flex. Those are very important. However, the huge aspect of inclusivity, cultural accommodation, language accessibility, these are huge pandemic and, you know, big things which, you know, give us a lot of data in terms of discrimination. So, for the Human Rights Campaign, now, actually including those kind of variables in that section or that part will make more sense. To me I think that this is not that encompasses the non-discrimination laws that we wanted to see, you know, tackled for lack of a better word.

- So, Said, those are really valid and great points. Absolutely, I think those are very important. We did bring a similar question earlier and Raiya clarified. Raiya or Joe, sorry, I forget which one. They clarified that the scorecard was traded by the Human Rights Campaign foundation, so they were the ones to put in these categories. But I think that might be something that, you know, would be useful as feedback for the next scorecard. because I think as Joe said, they change it every so often, they update it. So, that would be something to note and share with them.

- Joe, I mean, I'm going to tag along a little bit what Said was mentioning. So, this particular... Let me understand this. Because this is the first time that I see the scorecard, that I hear about this, Washington D.C. Human Rights Campaign. So, the category and the focus on LGBTQ+ and transgender rights, is in this particular scorecard, right? So let's say in two years, the Human Rights Campaign can focus on another aspect or how does that work? Is this the focus always or?

- Yeah, it is the focus always. The name of the organization is probably what's creating some confusion.

- Okay.

- The Human Rights Campaigns efforts are exclusively focused on the LGBTQ+ Community.

- Okay. All right. Thank you, Michael.

- Sure.

- Commissioner Vinson, sorry.

- Yeah, thank you for clarifying that. Like you say, it's a little bit deceiving, you know, so, yeah.

- So I believe Commissioner Vinson asked like if, you know, setting goals for the city is if that's something that we can redirection as for the ERC and, yes, I believe it is. I think that's the vision that the mayor has for this ERC to do that. So, yeah, I think a goal of 100, and Raiya can correct me if I'm wrong, but I believe that's something that the mayor and the city would welcome a goal like that and maybe to then work, put more of a specific plan together over the next few months to get there. I think that'd be really good direction from the ERC to the city.

- I 100% agree.

- You are saying that you guys have submitted work, that you did not receive points and you're uncertain why that's the case, right? So maybe the 84% is not a real score while we wait for, not that adjustment or?

- So we submitted it last year and we did have a follow up on some of them. Like the Healthcare Benefits was one of the questions we had. And I don't know if we ever got a response or not, but that's something where I think we'll reach out to them before we submit to kind of, get some more direction from it. But at this point, our score is 84, we know that.

- Okay.

- And with the other ones, I would treat them as, I guess we want bank on getting those points next year. We have to figure out what the discrepancy is with those.

- So, to, oops. Okay. So to kind of summarize what we've discussed today, what we want to do moving forward would be to, have the goal of 100 points. And then we want to create a strategic work plan to be able reach that 100 points. And possibly by 2024. Is that correct?

- Yes, I think so. I think that's what we agreed.

- Yep.

- Now I just want to clarify, would we be using these meetings to create that work plan? Joe, Raiya, do you guys-

- I don't think you... You don't need to do that in the sense of staff could, I guess at least start the work plan or create a work plan and then bring it back to the Commission for the review. Versus having like the Commission be the work group to do that, if that makes sense.

- Okay. Yep. That makes sense.

- So I think what it would, or Jon, go ahead. Sorry, Commissioner Shelton.

- Yeah, I mean, I was going to suggest that, similar to kind of what we've been doing with housing, it might make sense for a couple of commissioners, you know, who we can do that, right? As long as we don't have a quorum, like a commissioner or two kind of, maybe work with city administration to maybe put together sort of like a proposal, so that we're not coming back, you know, so that... Because I do think, you know, from what I heard from Commissioner Vinson, like, you know, having the commission be involved in this is really important, right? So for example, like, you know, the city could say, and I'm sorry to keep going back to this, but just it's right at the top and to me it seems like kind of low hanging fruit, although I don't know what the city council would think, but like, you know, an ordinance to protect youth from conversion therapy, right? Like, you know, the city administration could certainly say like, yeah, we should do that. But I mean, I think that's the kind of thing where, the Equal Rights Commission would play a role in that conceivably, right? Like I could see the ERC drafting a letter to all city council members, potentially even having the next, I know Alder Corpus-Dax will be leaving us, but, you know, potentially having the next, you know, older person appointment, be the person to introduce the resolution, right? So like, you know, like, I do feel like there would be a place at a sort of ground level for, you know, not necessarily the entire commission, but maybe one or two commissioners to be involved in like, you know, helping and thinking about, what would be some ideas that would be logical for the ERC to kind of take on and help with.

- I'm of the same mind and if that is the path that we would like to take, I'd love to be a part of it.

- Yeah, I think that sounds like a great idea, Commissioner Shelton, and thank you for volunteering, Commissioner Vinson. I think that that'll help us move forward a little bit faster if we did have one or two

people focused on this and also helping or supporting the city in writing that work plan. So, Commissioner Vinson, it looks like we have one commissioner who is available and who's committed to this. Are there any other volunteers? Otherwise, Jon and I certainly will be able to, sorry, Jon, I'm speaking for you without permission, I shouldn't, but otherwise, Commissioner Shelton and I will definitely hop up.

- I do think it would be great if somebody else like Commissioner Vinson really is passionate about this, you know, to volunteer. I think it could be good to have, you know, really kind of like dividing up the things that we're working on, I think that could be really productive. But as Commissioner Yang said, "I'm happy to help with this too," so.

- So just to clarify, are there any other commissioners that are available to the part, the city staff and also Commissioner Vinson in creating this work plan to achieve or to reach 100 points for this MEI scorecard? And it's flexible too, because there's only one or two of you, you can definitely create your own schedule and work with the city in your convenience or during your or free time. So it's not something strict that is set in stone, but it's flexible. So, I know maybe some of you don't know your schedules for the next month or two, but I think, even if you volunteer to participate now and you find that you're unable to fit into your schedule, we can always, you know, switch out and have another commissioner take your place. And also, I wanted to also say to be fair, it's so absolutely okay if you feel like you don't have enough experience and knowledge working with the LGBTQ community, that's absolutely okay. I just want to say that, I think we all learn and we'll learn as we go to. You know, I have to admit I'm not an expert at that, in that realm, but I do appreciate learning. And so, great opportunity. If you didn't have that background, I think this would be great opportunity for someone to step up and really get yourself acclimated and educated in it. But I don't see anyone or I don't hear any. So, Jon, why don't you and I reach out to Commissioner Vinson and, we'll figure something out and maybe in the next few days or next week or so, we'll hear back from some of the commissioners if they're available. Does that work? Okay. Thank you. And thank you again, Commissioner Vinson. All right. Well, Joe and Raiya, I just wanted double check. Was this valuable to you? Is this what you were looking for when you... When I guess the mayor and also both of you wanted us to review this draft?

- Yeah, you can go ahead, Raiya.

- Oh, sure, I was just going to say yes. So what the mayor has kind of relayed to us in my understanding is that, he would really like for this commission to kind of walk through this. And then as you all were mentioning, come up with some key areas to kind of grow the numbers here. And so, kind of look at that and focusing on where we can get started on continuing some of that growth. So, absolutely. I think this will require obviously further conversation. I really, really do appreciate just kind of getting started with this and having Commissioner Vinson volunteer here to kind of kick us off in an area that's much appreciated, highly appreciated. And we really look forward to working through the scorecard and adding numeric value to it. So, yes.

- Yeah. Now I'll just add to that. That this was beneficial and I know that there was, you know, quite a few commissioners that were looking at this for the first time too. So it's not easy, you're not going to have a lot of recommendations today. So I thought it was a good start with that. And I think what Commissioner Vinson's recommending is a good start for us where we could go from here. And I think just a good reminder too is, you guys have also taken up the initiative of, you know, equality with homelessness or not homelessness but housing in the city as well. So that's also a big initiative and I think it's going to be, you know, those are two good initiatives for ERC to be tackling at the same time. And, you know, hopefully we can, you know, work on the scorecard, you know, maybe in the next few months and get something prepared with that. So you can really focus back on housing with the city of Green Bay. And then I guess one thing is for a motion, for this to go forward. If you guys... I guess what I would recommend based upon what I'm hearing is, something to the effect of, to approve city staff and the Equal Rights Commission to, and this might be the wrong wording, but to create a work plan to attain a score of 100 for the MEI of the Human Rights Campaign.

- So moved as proposed.

- That's all you have to do. We're good.

- I second.

- All right. So that was moved by Commissioner Vinson and second by, I'm so sorry, can you, who was the second then?

- I was, Ortiz.

- Okay. Commissioner Ortiz. Thank you. All in favor, please say aye.

- Aye.

- Aye.

- Aye.

- Aye.

- All oppose, please say nay. All right. So that is moved or that is approved, sorry. All right. So, thank you for bringing that up and letting us review that. I think that's really important for the city. Our next agenda item here is, consideration with possible action to schedule the Equal Rights Commission meetings for the remainder of 2022. So what Commissioner Shelton and I were hoping we're to establish a reoccurring date for our meetings, so that we wouldn't have to go back and forth and try to figure out dates and have it be as confusing as it was for today. So, you know, I guess what is a good day for everyone to meet? Previously it was Mondays. Does Monday still work for everyone?

- Yes, for me.

- Yes, for me.

- Yes.

- Yep.

- Yes.

- Okay. So that's a yes from everyone. Joe and Raiya, is Monday good for the city?

- Yeah, for the most part. So, Alder Corpus-Dax was on the Plan Commission, which met on Mondays. So we don't know who, what common council member is going to be on Equal Rights Commission. So it could either be the Protection and Policy Committee that meets or the Plan Commission. So I guess that will dictate it a little bit, but Mondays that we can find different Mondays in a week where those committees don't meet. So, we shouldn't have a problem with one day of working. And then would 6:00 PM work for everyone or it doesn't matter to me?

- Yes, previously it was 5:00 PM, today was 6:00 PM. How does that work out for everyone?

- I'd rather talk at five, but six is okay with me. But I prefer five.

- Maybe five is better.

- Yeah.

- Five is better for me.

- Five is fine with me.

- Okay. So it looks like Mondays. And Joe, I guess we'll have to kind of wait until, after elections to really set those recurring dates. Is that-

- Yeah, that probably would be best. And I guess one thing to keep in mind too is, I believe the next meeting is April 13th, to talk about housing?

- Yes. And I do want to bring that up to, or I guess we can go into, we don't have to do any voting for this agenda item correct and I guess we'll go into informational.

- Let's see here. I think we... Well, I did put it as regular business. So you could just take a motion of, a receiving place on file. And what we'll just know is that, Mondays are the dates we'll be looking for. One other question I have is, do we want this to be a monthly meeting?

- I think we should do that. So just people are, like know that they're going to be there. Like if it's the first Monday or the second Monday, and they can plan that accordingly. And then if we like don't have much of an agenda, we can always cancel it.

- Yep. I agree.

- So what Raiya and I will do is, we'll try and look at what makes the most sense of like a first or second Monday probably starting in May, and doing that for the rest of the year.

- So I do have, Joe, I think, every first Monday we have our EDA, our Economic Developmental Authority meetings at 05:00. So the first Mondays don't work for me.

- Good to know.

- But that might be changing because I think, Neil said that they might be combining EDA and RDA. So, and that might look a little different in a few months. So, I'm not too sure about that, but I will keep everyone updated. But if we can work around that, just that. All right. And then I guess maybe we'll just, I'll ask to receive a motion to place some file on, so that we can discuss it again, if we need to.

- So moved.

- Moved by Commissioner Shelton.

- Second.

- Second by Commissioner Vinson. All in favor, please say aye.

- Aye.

- Aye.

- Aye.

- All oppose, please say nay. Okay. Thank you. All right. So, moving on to agenda F, informational, I just wanted to update everyone about our meeting for April 13th. It will be at the Health Community Resource Center. We do have three organizations that are coming to speak and Commissioner Said Hassan, he, their organization COMSA, it will be there as one of the guest speakers as well. But Said, I wanted to have you kind of, share a little bit about, I guess, about what you'll be doing during that time. I think that's something that's really interesting and something that is important to understand as well. Said that they have a tradition for the month of April, so their organization won't be able to participate after about 6:30 PM on that April 13th day and I think it's important for us to understand why. So Commissioner Said, if you don't mind. Kind of going through that, just a quick one or two minutes summary of that.

- Commissioner Tara, do you want me to explain what Ramadan is?

- Yes.

- Okay. It's a fasting month for individuals who subscribe to Islamic culture, Islamic faith. So, the month will be starting on the April 2nd. Is a We are projecting... is a sight of the moon. So, the projection is April 2nd or third. And it's going to go for a month. May 4th or third will be the final day and then we will celebrate Eid al-Fitr. Previously we used to talk to the city to, you know, lightly, you know, celebrate with the folks here. It's a three day celebration. However, during the fast month of Ramadan, I will eat my breakfast at 3:00 in the morning, 3:00 AM, and I'll break my fast around 7:15 or onwards. And so it's a long, long day without eating, drinking, it's a dry fast. So it'll go for 30 days. There's excuses for those who cannot first due to illness, but in cases where you don't have any problem, you are supposed to be doing that. So, if I'm attending conferences or meeting the later part of the day, you know, I might be, you know, a little bit weaker and if it is too hot, thirstier. So, I might be in that position. So that's generally the fasting month of Ramadan, and it was great as the city of Green Bay have been working with the community on it. They, you know, liking the timeline, making it, celebrating with the community. So that's it for Ramadan. If you have any questions, I can be able to take it.

- Thank you for sharing that with us, Commissioner Said Hassan, that's wonderful. And I just want to thank you for committing to April 13th, even through this cultural celebration of yours.

- No problem, Commissioner Tara. I also wanted to mention that, given that I've committed to these Mondays meetings on monthly basis, I'm traveling on July 8th, I'll be coming back towards the end of September. So, I might attend, you know, I'm not sure, but it's going to be a different time zone for me, I'll be in Ethiopia, but I'll try my best if I can be able to attend. But not, then I'm going to email the commissioners about my situation.

- I just want to say Commissioner Hassan, thank you for sharing. I really appreciate you bringing insight forward on the month of Ramadan. And anybody who is in the workforce, this is an incredible month for people in the Muslim faith. So I appreciate you bringing that forward, and just to help us all be cognizant of people who we may have colleagues who don't necessarily bring it forward, that this is something they're participating in, but this is a very important thing to just take note of. That we may have colleagues or business partners who are doing this, and as you shared, towards the end of the day, it can be long. So just be mindful of where everybody's at during this month coming up.

- All right. Well, I don't have any other information to share with the group. Are there any other commissioners who have announcements that they wanted to share with us? And I do want to say before we leave, because we're not meeting until after the elections, the elections are April 5th, so everyone go out and vote if you have not already obtained your absentee ballot, please go and vote on the fifth. The Green Bay Press-Gazette and also the city on website, they have great information. So if you do need to, if you do need more information about the candidates, or your polling place or the voting day, you can check the city website. All right. Well, if there's no other announcements, well, can I get a motion to adjourn the meeting?

- Motion to adjourn.

- Second.
- First by Commissioner Vinson, second by, was that Commissioner Shelton?
- Shelton. Yeah.
- Perfect. All right. All in favor please say aye.
- Aye.
- Aye.
- Aye.
- All right, and I'll oppose, please say nay.
- Nay.
- All right. Have a good night, everyone. Thank you so much for all your feedback and input.
- Thank you.
- Bye.
- See you everybody.