



MINUTES OF EQUAL RIGHTS COMMISSION

THURSDAY, OCTOBER 20, 2022, 5:30 PM

**Meeting will be in-person at City Hall, 100 N. Jefferson Street,
Room 604 and via zoom.**

A. ZOOM MEETING INFORMATION.

B. ROLL CALL.

Present: Jon Shelton, Stephanie Guzman, Jim Hutchison, Marcus Grignon, Tara Yang, Cristina Ortiz, Said Hassan, Chief of Operations, Joe Faulds

Excused: Michael Vinson, Elizabeth Kostichka.

C. APPROVAL OF THE AGENDA.

Moved by Cristina Ortiz, seconded by Ald. Jim Hutchison to approve the agenda.

Yes- Cristina Ortiz, Tara Yang, Marcus Grignon, Jon Shelton, Stephanie Guzman, Jim Hutchison, No- None, Abstain- None.

D. APPROVAL OF MINUTES.

Moved by Marcus Grignon, seconded by Jon Shelton to approve the minutes.

Yes- Cristina Ortiz, Tara Yang, Marcus Grignon, Jon Shelton, Stephanie Guzman, Jim Hutchison, No- None, Abstain- None.

E. REGULAR BUSINESS.

I. Consideration with possible action on the City of Green Bay Human Resources report regarding information about activities and accomplishments with respect to diversity and equal opportunity in City employment.

Moved by Jon Shelton, seconded by Marcus Grignon to Receive and Place on File.

Yes- Cristina Ortiz, Tara Yang, Said Hassan, Marcus Grignon, Jon Shelton, Stephanie Guzman, Jim Hutchison, No- None, Abstain- None.

F. INFORMATIONAL.

I. Update on the discussions of equal housing opportunities in the City of Green Bay.

G. ADJOURNMENT.

Moved by Said Hassan, seconded by Cristina Ortiz to adjourn.

Yes- Cristina Ortiz, Tara Yang, Said Hassan, Marcus Grignon, Jon Shelton, Stephanie Guzman, Jim Hutchison, No- None, Abstain- None.

VERBATIM MINUTES

- We should be good. We can start.
- Okay. All right, welcome, everyone. Thank you for being here today. I just thought that we should put together a meeting just 'cause it's been quite a while since we've met. So before we start we're gonna do roll call, but Joe, is it all right if I ask for everyone to say the name and their affiliation in the city? Or you could just say that you're a committed citizen here.
- Yep, that's not a problem.
- Yeah, can do that? Okay, so I'll start off. So my name is Tara Yang and I serve as a Chairwoman for the Equal Rights Commission. My family and I are small business owners here.
- Also, Marcus Grignon. Commissioner, affiliation, descendant of the original inhabitants.
- John Shelton. I am Commissioner, I'm Vice Chair. I am a faculty member at UW Green Bay in the Department of Democracy and Justice Studies, and also President of the Faculty and Staff Union there.
- I'm a Commissioner. I'm Joe Faulds I'm staff in the city.
- I'm Stephanie Guzman. I was just appointed Commissioner. Thank you.
- Congratulations.
- I work for Boys and Girls Club as a graduation specialist, and I also work for the Green Bay Public School system. With them, I work as a student advocate right now, so we're trying to figure out some ways to kind of get a lot of the movement in education. I'm gonna be using UWGB soon, so I'm from there as well. So I'm excited about being a part of this as well. Thank you.
- You're welcome.
- Thank you.
- Commissioner Christina Ortiz. I also work at the university, but I'm also here as a committed citizen.
- I'm Jim Hutchison. I'm alder District 2, so I'm the alder representation here. Glad to be here.
- All right, and then I believe we're missing, is Isaac still part of this?
- No.

- No? Okay, so we're missing Saied, and he might come a little bit later. And then also we are missing Elizabeth, right?

- Yep. And Michael's, they're all excused.

- Okay, I just wanted to make a note of that. All right, so moving forward, Joe, for the approval of the agenda. Are we gonna do that? Are we skipping over that?

- No, you can do that.

- Okay. Can we get a motion to approve the agenda?

- I move.

- We approve.

- Okay.

- Second.

- All right. All in favor, please say aye.

- Aye.

- Aye.

- Aye.

- All right, all opposed, please say nay. Sounds like everyone has approved that. Moving forward. Approval of the minutes. And Joe, I forget the date for that, the minutes.

- When was it? I think we can say approval of the minutes from the last meeting.

- Okay. Approval of the minutes for the last meeting. Can I get a motion for that?

- I'll make a motion to approve the meeting from our last meeting that occurred on, was it August or July? I'm looking it up right now. It's June 13th, right?

- June 13th, it could've been. Yeah, June 13th.

- Yeah.

- Yeah, I don't see it. I'll second the motion.

- Okay, thank you. All in favor, please say aye.

- Aye.

- Aye.

- All opposed, please say nay. Okay, that motion stands approved. Moving forward to regular business. So it says, "Consideration with possible action on the City of Green Bay Human Resources report regarding

information about activities and accomplishments with respect to diversity and equal opportunity in city employment." That one, Joe, I'm gonna let you.

- Yeah, sure. So we do have the report in your packet and it was included, and you know, I won't go over it completely in detail, but I can go over kinda the high points. So the ordinance that creates Equal Rights Commission, we need to, human resources needs to provide a report each year on what we're trying to accomplish with the DEI effort and with our equal employment opportunity. So from one of our goals is to, I guess, introduce awareness around DEI for our employees. So one thing I think we've done is we have a lot of resources, but I think we just need to do a better job making sure our employees are aware of those resources. So that's what's in the first one here. We also did provide DEI training for our supervisors. I believe that was in the spring of this year. And then also we have created an assessment tool for supervisors, but it's not completed yet. It's kind of in a draft form. So I'd like to update that and have our teams like that over. And then just this week, we did have a stability and positivity in the workplace training, so I think that also is included. So that was a good and well received training that occurred. And then the next aspect is our recruitment and hiring of employees. So I think we have done, I think, a much better job on social media of really getting our city job posting out there and trying to use different tactics and strategies to find new employees. Also, we've really put an emphasis on on the job training for employees. So there's a lot of certifications that are required of positions and we're trying to promote more of a we'll train you and you can get the certification within one year. So I think that's been working out pretty well. And then we attend job fairs, whether it's The Chamber, UWGB, or NWTC. That usually works out pretty well. I think an opportunity that we have, I think would be really good, especially if you have a DEI position, is to meet with community groups in the community, talk about our recruitment process, talk about our job postings, positions that are available, and kind of get feedback from the community groups of where do they know about our recruitment process, maybe what are the barriers of them applying for positions, and maybe what type of positions they're looking for. I think that'd be really helpful. And then another opportunity is a little bit with recruitment, but also retention, is establishing our ERGs. And we've had the policy for employee resource groups for some time. We did meet with employees from Schriver a few years back and they talked about employee research groups and what they can provide for Schriver, and for any company. And they talked, but it took several years to get one up and running. And once you get one going, I think kind of a snowball, it starts going. So that's where we're at at this point. I think there's been some interest, but we're just hoping to really get that one group started and go from there. And then we just have some additional information where we did submit the municipal equality index Human Rights Campaign this summer. So I don't remember when that score comes out. I think it's in the fall. It should be, or maybe it's early next year. I'm optimistic that we improved our score, and I think we set the goal of having a hundred points within, I think, three to four years, I think it was. So I think we're on track to maybe beat that. And then we have the DNI strategic plan that's in the packet. So when we get the, the new DNI position, that will be updated. And it kind of depends on who's in the role. They have a different set of set of eyes on it, and I think they can kind of put their own touch on where they wanna see that going for the city. And then also our DNI coordinator was a member of our public relations team, which I think assists citywide communication, and I think it's nice to have that position part of the public relations team to bring that viewpoint when we're setting out mass communications or just talking about strategy and how to communicate with the community members. And then also our position was a member of a lot of external groups, like the New North had a DNI task force. I think the chamber did too, that the position would attend from time to time. Our insurance company, SIDMIC, had a DNI council, the YWCA had some other task force too, so I'm not sure if they're task force, but I think that's some meetings with the position. And then our DNI coordinator did go to the Neighborhood Association to provide training on biases, which I thought was really cool. I believe it was a virtual training, but I think that's more of the opportunities that this type of position could provide for the community. And then I included, and here kind of, the City of Green Bay population for the data and the community, but then also the city employee data. And obviously, I think it doesn't take long to look at that. We would really like to improve and have more of a reflection of our community based on our employee populations. And then lastly, I just add here with the DNI position, it's part of the budget, it'll be included, and the common council ask that we revisit it during budget time to see if we can keep the position or not. And obviously I'm a very strong advocate that when we need the position, 'cause we have a lot of DNI work for our employees. So, we renamed it the Workplace Culture

Specialist 'cause I think that's broad enough to encompass DNI efforts. But also just kind of the workplace culture in general. So this type of position would really help I think meeting with our employees and meeting with supervisors to get a feel for the culture, kind of department by department, and also help develop policies or SOGs that can create a inclusive environment. And then also work closely with human resources, set some metrics and goals for the city departments, whether it's recruitment goals or even just goals with how we interact with each other. So I think that would be helpful. And then also help establish the employee resource groups and then be a resource for them. But really I think all in all, I think that position, to me it's, we've had it for one year, and I think they set up a pretty good foundation of where we're at. But it just feels like we need someone to really carry the torch and really be that resource for employees, and obviously, the position too would be staff for the Equal Rights Commission to help with research and any other direction that you would give that position. So that's where we're at right now. You know, I feel like the biggest hurdle we have is the capacity for our HR staff. We really need to have that position to help us with these efforts 'cause we need someone who's a subject matter expert in it, but then also be a resource for employees. So that's part of the report on what we've done and where we're hoping to go. I think there's some work to be done for sure.

- When do you hope to have that position here?

- So the position is going to the, it's gonna be part of the budget process where the city council oversees all the organizational charts for every department and they're going to determine whether or not it's included in our 2023 budget, so we'll know in a November 10th.

- So there is a possibility that it doesn't happen, or?

- It's possible, yes. I hope it doesn't happen, but yes, it's possible that they could cut the position out of HR.

- So in terms of who you are potentially looking for to hire, or ideal candidate, is there any talk of either being bilingual, or potentially coming from this background, Latino? 'Cause I'm just seeing the City of Green Bay's population data core, the last census, it says between 15.2% of our population is Hispanic or Latino, and that's the second highest rate. So I'd say like they'd be good to have somebody that is in that role. I see we have, we currently have about 16 employees who are Hispanic. 862 are Caucasian obviously 'cause it's 76.7% of population of Green Bay. But I think that might be an ideal candidate just because of the demographics we have.

- Yeah. Yeah, we don't have any requirement in the job description at this point to be bilingual or to speak multiple languages.

- Okay.

- But yeah, I think at this point, I mean, we posted it in in the summer and we did have some quality candidates that we wanted to recruit, so.

- Cool.

- I mean, it's open to whoever has the experience and knowledge to be in the position. But yeah, I mean we have a lot of need I think for Hispanic interpretation or translation for our committee members, and we've talked about that at councils meetings before, whether it's for elections, or even any type of city service. So that would be a big help if someone's bilingual, and especially in Spanish.

- Okay. Yeah, I don't, it wouldn't be a part of a hiring process. Just please make note of it.

- Yeah, thank you.

- Yeah, thank you.

- But I think we gotta get this position funded first, right? I'm gonna speak way more candidly than Joe is, but we have a city council where there are forces that don't want to fund this position.

- Oh, okay.

- And I'm hoping maybe you can tell us more about that, Jim?

- Yeah, there's a block. We just need one alder to change their vote, and I think I know who it is. I'm gonna talk with them, but it's, I've been livid two or three times during these meetings 'cause no one's saying they don't want the position 'cause we don't want to help. They literally, that's their, what I think they're thinking. What they say is we want to keep the budget money loose so let's hold this position open. And that isn't, that doesn't hold water. So they're publicly saying something that isn't accurate in my view. So already the tactic is there to kind of fog up the issue. And I mean, you just have to look at the numbers. I've gone through this twice and I tried to make it clear that, you know, if you look at these numbers and they're okay with you, what's going on? Because there's 16 LatinX. and there should be 122. I mean, theoretically. So the numbers should be much higher than what it is. And there's a absolute show of concern by almost half the alders. So it's iffy, but I think we'll hold it. The position is funded, the position is there, we just have to continue it. They're gonna have to pull the position. And I think the, it is kind of interesting. The sophisticated business people want it. They want the position. So?

- When is this gonna be decided?

- In a couple weeks during the budget.

- Yeah, so I can talk to that. So on November 3rd what we have is called the Joint Finance Personnel meeting. That's where we do the committee work on the budget. So that would be at, it starts at 3:00 PM, and that's where they really kind of go into detail of every department and their budget. And then on November 10th, that's when the budget is finalized.

- And I think the way this is gone is it may fly through the first meeting and they're waiting for the last meeting to, so I don't actually, it's hard for me to say, I don't trust some of the alders anymore. I'm brand new, and I hate to say it, but what I've gone through is I've seen decisions and things done contrary to what was said publicly in an open meeting and it's just drives me nuts. So we have to be prepared to act quickly, and I think it's a matter of just securing the votes. I think there can be discussions. I can talk one on one with alders, right, about issues that are coming up without breaking the law?

- Yeah, yeah because they're in the walking form to a certain extent, but yeah, it depends on.

- Yeah, so it would be one on one. And I know who the for sure votes are, and I know the one iffy vote, so if we get that vote, we should be okay. The problem is you gotta hold it.

- So it sounds like the decision's really gonna kind of be made on November 10th?

- The last one.

- So, would it be helpful to have commissioners there?

- Yeah.

- I think it would be helpful because it's that important.

- Yep.

- And even if they pull it on before the 10th, we can always put it back on. I believe?
- That's correct.
- So the 10th is the actual date. It's the last kick at the cat and that's when it rules.
- So how many commissioners could be there to talk about it?
- I could be there.
- I mean, even if you're there just sitting there, I would have something on your chest that says you're on the Equal Rights Commission.
- Can we get sashes?
- Sashes.
- Yeah.
- Yeah.
- Yeah, and I think it helps to have people line up and talk, especially if it's hitting the same, and if it can be coordinated where you share different things and overlap. And I think it's that important. I think it really is.
- I mean, it might be good to remind city council members of the constituents they're serving, because I don't think of any neighborhood area of Green Bay that doesn't have a diversity of groups.
- That's exactly right.
- Yeah.
- And the vote isn't like, it's close votes.
- Yeah.
- Except for those who don't have anyone running against them. But everywhere you went when there was two people, it was close, close votes. So one alder won by nine votes. So it's a good time to remind them.
- Yeah.
- That there's a lot of not represented people. I mean, we need to do something. The city has to do something and keep it going, and this, I think the plan is right on. I think the commission has to kind of stay strong 'cause I wouldn't, if we lose the position, then the commission may be attacked. I mean, literally. That's the way I feel about it. So we have to be, I guess, a little bit thoughtful. But I guess we gotta say it's time. It's time to bring it up and come forward. It really is.
- So, I have two quick questions. I don't know if you have the answer for them, but one, earlier you said that there's funding for this position, but that they wanted to keep it open in case something else, they needed to use it for something else.
- Right.

- So, have they spoken about what that something else is?
- No, and another alder during the discussion equity, right, he brought up the fact, he asked the person who knows the money and says, "Is there an issue?" And he said no. So there is no issue.
- Okay.
- Of not having any funds. And I just went through a budget discussion this week with the Mayor, and people, and Joe, and other people, and we're not in a mode of having to really react and cut a lot of things. We're not in that mode at all.
- Okay, so that's good to know. And then secondly, my second question is, what's the sustainability of this position? If it were to pass this round, how many terms would this position be working?
- So the position would be for just cause like any other position. Typically if someone's in the position, it's very, very difficult to cut it. It's when the position's vacant, that's usually when they are able to do that. So I mean, there's no guarantee that they won't cut it, but I think it's very unlikely if it's filled that they'll cut it.
- So they use the fact that Ria left to go after it.
- Right, right.
- I saw a language where if someone leaves, we don't have to go back to common council with it. Is that right? Is that still there?
- No, I think the way our policies read with filling positions, I think it's a little vague in how it's written. I think a new alder reading it could read and say, "Hey, if it's in the budget, why would we come back to get it filled?" 'Cause they already been approved, and some of these municipalities operate that way and I've brought that up in the past that I'd be in favor of doing that. But I think kind of past practice and the way that the policy's been interpreted is any vacancy we bring back to the council to reexamine and review if we need the position. And from HR perspective, I think almost every position we have is needed. It's very difficult to find a position that's not needed with the services we have, but we always wanna review a position based on the job description, the responsibilities that they're doing to make sure it's up to date, and the reporting structure, stuff like that. But I think when bringing back to the council to see if it's needed or not, especially a position that's just been approved a couple years ago, it seems weird to me that a couple years ago by and that we would not refill a position. So, but yeah, we are supposed to bring back to the common council.
- Okay.
- I just wanted to note if that Commissioner Saied is here.
- Hello.
- Hello.
- Yeah, hello. Thank you.
- If you wanted to introduce yourself just real quick.
- Yeah, my name is Saied Hassan. I am founder and executive director of Community Services Agency, nonprofit that works with refugees. I've been working with commissioners for the period of, I can't remember.
- A year, right?

- A year or so.
- So long, you don't even remember when you started it.
- That was a little bit long time ago through Zoom and now.
- Yeah.
- Graciously meeting each other.
- Thank you. All right, so back to this agenda item. So Joe, are you looking for a motion for this report?
- Yeah, if there aren't any more questions, I think a motion receiving place on file would be fine.
- Okay, can I get a motion?
- I'll make that motion.
- Second.
- Okay. All in favor please say aye.
- Aye.
- Aye.
- Aye.
- All who oppose, please say nay. All right, so that stands approved.
- Can I just say one other thing? So, I mean, we can remind everybody about the city council meeting, right, without? So is that something maybe as Chair you would want to do a week before so that everybody remembers to come?
- Yeah, that's fine. Yep, absolutely.
- That's November 10th at three o'clock?
- November 10th will be at six, I believe.
- Okay.
- And I can coordinate and make sure we send it out.
- The rally's at three o'clock. Just kidding.
- Just your rally.
- You're a part of it.
- That is Thursday?

- Yeah. And so, November 3rd is a Thursday for the joint finance personnel. Then it's next Thursday. And I believe that's 'cause of the election.

- Oh, yeah.

- I think the election's that Tuesday, the eighth.

- Oh, okay. Oh, boy. What kinda mental state I'm gonna be in on November 10th.

- Right?

- Hopefully joyful.

- Yes.

- Let's hope for the best.

- Tuesday at 6:00 PM?

- Yes.

- The one before, is that in the afternoon?

- Yeah, the one on the third is at 3:00 PM.

- Okay, the week before?

- Yeah.

- Okay. So that one, yeah, it's gonna be, the 10th is gonna be the real one.

- Okay.

- If it gets pulled, I'm gonna make a motion to put it back on.

- Yeah, and November 3rd I'll be there, and you'll be there, and I'll be explaining the whole human resources budget anyway, so.

- I don't know if we should strategize on that 'cause it's so important. I don't know if we make the push that day, or let it just fall, or what.

- I mean, from my perspective, it's in my HR budget, so obviously I think I need it. The city needs it. So I mean, my perspective, I'm gonna ask that it stays in, and I would ask the committee that it stays in, so however the votes come out, if it's 2, 2, to 3.

- Oh, this is?

- It's gonna be the four finance personnel committee members.

- Okay.

- That's who will be voting on the November 3rd.

- Well, it should pass then.
- So then.
- Yeah, there's, yeah, I'm on that committee and there's hopefully two others, so.
- Yeah, so then for the DNI position, and any other item, all the common council members are encouraged to be there on the third. They'll give input so we could see what input is from other council members on that item.
- Okay, and then the 10th, is that a council meeting?
- Yeah.
- Oh, okay. So it all comes back to council again.
- Yep.
- Okay, so then they'll all be sitting there.
- Yes.
- Okay.
- And voting.
- Yeah, it totally makes sense to come on the 10th then.
- Joseph, and would it be okay for you after that third, after November 3rd, if you sent us a little reminder?
- Yeah.
- Just so that we know kind what's going on.
- Yep. And I think if there's any community members, business owners that have similar positions or support of this position, invite them to come as well. 'cause I think it's that important. I think the business owners know it's important to their business. It should be important to the city as well.
- Would it be prudent to let commissioners discuss this with alders one on one?
- Yeah, there's not an issue with that.
- Okay. Okay. It can't hurt, I don't think.
- Well, Alderman Hutchison, why don't you think about that and then give me a call and we can talk about it.
- Okay.
- Sound good?
- Yeah, I'll let you know if there may be some opportunities out there for discussions.
- Sounds good. All right. Any other questions?

- So my question is, for the invitation for business owners, you think that it's best that they go for the November 10th?

- Yeah.

- Okay.

- Absolutely.

- And we're talking all kinds? Small business, all kinds of business owners?

- Anybody.

- Perfect.

- Anybody who has a business that can show either that they have someone working in that job where they help within the company, and then recruitment, or whatever it is.

- Perfect. Yeah.

- Or it would help too to have people, if you know people who don't have anyone working with the city and they would like to, and they're from different cultures, and if they could say, I mean, and this is true, it should be true, if they knew that someone was working on their behalf within the city, that would really help. Because right now, what we're trying to do is take these numbers and make the number of city employees closer to what the city is made of. And I don't know how you do that without having a staff member. That's their goal. You know, I just don't get it. So if anyone could get up and say that, or is working with the city, if they would be willing to stand up and say, I wish we had this, because it's hard to refute. It's just absolutely hard to refute that. So, because right now it's, the only thing really pushing is vagueness. No one's coming out really saying why they're pushing back on it. I really don't know. I don't know why there's this pushback. It would really be nice if people would just be blunt.

- And I guess maybe I can jump into going off of that is I believe that the human resources department, all of our hiring managers, were legally compliant with the law in the sense that we're not discriminating against people, or applicants, or employees. But we need to be intentional about being inclusive and being equitable, and that's where we need this position to bring those actual metrics, and goals, and really have someone focused on it. That's what we're missing right now.

- Of course, it's it falls between the cracks, you know? I think this is something that I'm gonna definitely share with Casa Alva, also with Jose LaFonterra, 'cause if we're real, if we're being honest, I mean, I'm part of that 16.4%, and I promise you, I have had cousins who went through police academy who wanted to work for the city as police officers. And it was the smallest thing that for some reason or another it just, it didn't, you know?

- See, that's a good point, 'cause I just met with the police department yesterday, and I got this spiel of what they're made up of. They're good individuals, they're well intentioned. They are male, white, male, white, male, white, male, white male, white. Okay? So, that's their cultural background.

- Yeah.

- And they describe the testing that you have to go through to get into the department. It's incredible. And it seemed like if someone from outside that culture was coming in, I would be scared to death to go through that thing. So there really need to be an advocate. I would hope that the city would have someone. If someone's coming from a different culture and gonna apply for it, specifically the police department, someone

should be by their side and tell them what the deal is, because it's incredible. You have to fill out a written thing, the first thing, and if that written thing is a little off, there's like, hmm. And really? 'Cause you might get kicked out because of that written thing. Then there's a next step, and you actually have to take a polygraph at some point. So the best advice would be just tell the truth. If you stole something and got arrested for it, tell it. And you can still get hired as long as you're honest up front. People don't know that. And if I was from a different culture and I wouldn't want to be admitting that stuff up front.

- Because you never know, right?

- You never know. How's it gonna be used? And the way they say to us is if they're upfront at the beginning, then it eases the way at the end. Okay? So, I mean, these applicants need to know that. So, I would be really big on, I don't know if it's this person's job, or making sure, you know, I'd almost volunteer. If someone's gonna go take this test, a young person to get into the police department, I would volunteer to help them. That's how important it is. 'Cause what you just said makes total sense to me. 'Cause when I'm listening to this I go, oh my god, it probably is really easy to get kicked out of the process if you don't know what's going on.

- But yeah, definitely, I do think it's in the major interest of any minority here.

- Yeah.

- To wanna have this position filled. Because again, if for some reason it's being missed, because I know there's tons of things you guys do at HR, this person can specifically bring names to you. I mean, that's their whole job, right?

- Yeah.

- So I think that I will definitely reach out to, especially those places that I know are Hispanic resource centers. They're literally all about helping advocates. They don't even know this is happening. That there's a position that could help fill some of these numbers to make them more equitable and more equal? They don't know that there's somebody who could be hired to help that.

- Yeah.

- So if they show up, maybe they, the city council can see, holy smokes, like, you know.

- Yeah, and it's a hard argument 'cause there's actually eight positions in the police department they can't fill. They can't fill 'cause there's not applicants, and they're just not getting applicants. So wouldn't it be great if some other culture, young adults come in, and they are able to get in this system and work well. And I think the opportunities there from the structure of the police department, I think the people who aren't in higher positions are all okay with it. It just has to get through that entry level testing stuff.

- So I did wanna just mention real quick, I think, I don't know, Joe, correct me if I'm wrong, but the police chief did want a separate position, like a DEI position for the police department, right? Separate from this one?

- Yeah, I mean there's been talks about it. I'm not sure how close he is. I know he's evaluating the whole PD. He's only been here for about a year. But, I think that's, if you can have more DNI positions, I think that's helpful for organization our size. But yeah, PD that has, and Chief Davis would be much better to speak on this than I would, but I think we're all well aware that PDNI issues with police relations with the community, I think that's probably the completely different ballpark than I'm talking about with even as recruitment. But yeah, the need for it, I believe would be there.

- Well, I think it's actually in a way super important. 'Cause if we do it, they will follow. Sometimes they just need a model. If the city is so interested in having this position filled because it's important, maybe other police

departments and other people will consider having the same roles in their model. I mean, I'm going back to even just teaching, education, and working with kids. If I model this behavior, sometimes it just catches on, so I don't know. Hopefully they can see it. If for some reason city council does pass this, it is important, and maybe they will consider it in the future. But if they scrap it, then it really does mean like, oh, it doesn't really matter, does it?

- It would be a huge mistake if they-

- Yeah, it would.

- But they people don't know. See, this is the first I hear of this.

- Yeah, yeah.

- Yeah, they don't know outside the city staff.

- Yeah, so I think to be strategic, I think we focused in on this position for the city.

- Yep, yep, yep.

- That works with the city, and then that'll come along the way.

- Yeah.

- In case they say, "Oh, okay, you know what? Forget the city position. We're gonna just give the funding to the police department for their position."

- Yeah.

- And then they only focus on police department stuff. Right, does that make sense?

- Yes.

- Might be worth it to let a couple of reporters that we know know about this.

- Yes.

- If that's, if you guys think that that will be helpful.

- Joshua from WBNY, and Natalie.

- Yep.

- They've both been covering this kind stuff.

- Yep. Would that be helpful, Joe? Hutchison?

- I'm the last guy to ask on the PR stuff.

- We want it to be helpful, right? We wanna be helpful. We don't want it to do the, we don't want it to have, add respect. So if you think that's helpful, then yes.

- It might be helpful. Let's get a read.

- The third, yeah.
- To see how that goes. Because if there's just a lot of pushback on the third.
- Yeah.
- Then I say, yeah, we have nothing to lose then.
- At least do it in plain sight if you're gonna do it.
- Yeah.
- Yeah.
- And let's get them. Let's get the truth out on the table that it doesn't have anything to do with the budget.
- And I'm not gonna lie, I like that idea of after that meeting you guys are having, because if for some reason, we have to get 'em on record. I want to have. If there's an article out there saying, yo, they're trying to do this, and they end up scrapping this, I want it on record that these aldermen were the ones that voted against, so that when I go to campus, you best believe I'm gonna bring this up. You know what I mean? But right now, since, you're right, they're being so vague about it. There's no record.
- What district do you live in?
- I live right across the street from Edison Middle School.
- You do?
- Yeah.
- To the east?
- That's over there, east by Aurora Hospital.
- You're in my district.
- Awesome.
- I would gladly help you run if you wanted to take over.
- Oh, yeah? We'll talk.
- I'm just saying.
- Yeah.
- But yeah, that makes a good point, because it is a point that could be used in elections, and they're savvy. The one thing about a lot of the alders who have been on, have been on for years, so they're savvy. So they would understand that.
- All right, any further discussion on that topic? Then I would ask that we move forward to agenda item F: informational update on the discussion of equal housing opportunities in the Save Green Bay. So for those that

are new, or since we haven't met for a while, this past year we've put together three public hearings to meet with local leaders and different community organizations that are working within housing. And we wanted to learn a little bit more about what was happening locally with the housing crisis and all. So what we did was, what John did actually was he put together all the findings that we heard about and learned. He put that together in a report. He put some history behind it, and then he also put together some recommendations that we could possibly share with the city council to move forward either to low hanging fruit that can be done within a day or so, or a week, all the way up to things that could be ordinances or policy changes. So John, if you don't mind?

- Sure. It's really a draft report at this point. You know, we just, and Tara helped me, but we just kind of collected everything that we heard, and set of recommendations kind of based on what we heard, and some things that people had suggested, and a few other things that we kind of found out there that kind of stemmed from what we heard about. And so there's a draft report. Tara and I at this point are the only people who have looked at it except for some city staff. We decided to run it through them first and make sure that we're not getting anything wrong. And then the plan after that would be to then bring it to the rest of the commission, get your feedback, and then hopefully be able to publicize it. I think we're tentatively thinking maybe January, like around MLK Day, and then at some point bring it to the city council potentially. But the idea would be to then hopefully work with the mayor's office to publicize it and really kind of like galvanize a conversation around housing and some ways to make it more equitable. So, and I think we, once everybody's sort of on board with it, and everybody's had a chance to kind of give their feedback and integrate that, at that point we'd really be looking for everybody else on the commission to kind of serve as evangelists for the report. So that's kinda where it is.

- Yep, so currently we're circulating it with the, we met with the mayor, and then we pass it on to Joe and some of the, I believe executive team members. Can I call 'em that? Team or staff?

- Yeah, that works.

- And then, and next would be to go back to the organizations that we spoke to, or the leaders that we spoke to, to get their input. And then after that, or would it be permission before community?

- Yeah, well we have to talk about that I guess. But we wanted to make sure that all the people who spoke were comfortable with how we're quoting them before- We're concerned about the order of everything because we don't want the stuff to be public before it's ready to be public, you know?

- Yeah, and again, thank you so much for that. But you know, where we were before when we had these conversations and I was part of the group that was consulted as a leading organization that works with refugees and immigrants. It's more pronounced today than it was when we spoke.

- Yeah.

- Yeah.

- A case in point: last weekend, Sunday, 12 families showed up in our office talking about a raise on their rentals without the notice. And they're told to pay things that they don't even know. And if they don't do that, they're told to file for relief and vacate as soon as possible. So now these landlords are now very powerful enough that they don't even care, don't want to listen to these individuals just because they don't speak English, just because they don't look like them. And the total of individuals that came, total families, the number of individuals impacted by this is 49, and I'm still counting. So we had a meeting today with a group of other number of organizations chaired by United Way and we had Casa Alva also that brought up. Amanda was just there. So we spoke with Amad River today and another conversations, many came from that. So it's more pronounced. It's more abject. It's more emergency. So I don't think, you know, this is more, it's something that needs actually emergency attention rather than waiting alongside the line.

- Yeah, and it was, I know many of you were at some of the hearings at some point. I mean, like what we heard honestly was the just abject power imbalance that exists in this community between landlords and tenants especially. And so, you know, this draft is not gonna pull any punches about that. And I think Tara and I both agree, and I think the mayor's office agrees, and I don't mean this derisively about anything that's happened in the past, but this is not gonna be like some of the other reports about housing that basically conclude with let's just give more tax breaks to developers. Right? Because that's not working, right? And obviously this is a problem that goes beyond Green Bay. This is a national problem, but this is our community and this is what we can do something about. So, it's a report that's gonna be, I think, pretty honest about what's going on in some of these situations, so we're gonna need everybody's feedback to make it as good as it can be, I think. But we've got a good start.

- That's good. One thing that came up during the discussions with the alders is the notion, there is a question being asked by people who are presenting, I think, about the grading system. What do you trust more? A judge that was elected, or a committee, this committee, with regard to deciding on issues? Okay? It was out of the blue, and I was stunned at how well the answers came back. We're not here to discuss that. That was perfect. 'Cause it's like, what are you asking? I didn't even understand what the question was. And the question though is asking, does this commission have the wherewithal to do a judgment? Because apparently we had, there's teeth in this commission, right?

- To a certain extent, yeah.

- Okay. So apparently if someone's literally doing something illegal and it's blatant, things can be done by this commission. And this alder wanted to make the point, it would be better to go to court than to here. So he, I viewed it as a direct assault on this commission. That's what I, I don't know Joe, if you felt the same way.

- I don't remember that conversation. When was that?

- It was when they were presenting, the alders asked, okay, so it all started, how does the city get graded for being-

- Oh.

- The EMI?

- EMI.

- Oh, okay.

- How do they get, we want people to come here and tell us how they get graded. So they came.

- Oh yeah, okay.

- And okay, and so then all of a sudden this questioning came out of the blue. I was like, what? And they answered it great by not answering it. I don't even know what you're talking about.

- Yeah.

- But you see what I'm saying, what a front that was? And I didn't wanna, after the third question to the third person, I was almost gonna say, make a motion that stick to the point, that that isn't the point, what we're talking about here, but I'm still young and I don't know how to do that. You know what I mean?

- There was a lot of misunderstanding of what was even going on in that conversation.

- Right.

- We don't make up any grades. That's is the Human Rights Campaign that does that, which is an outside organization. And so if I remember that alder correctly, 'cause we were at that meeting.

- Right.

- You know, it was this sort of weird idea that like, you know, there's this outside organization making these, and it wasn't us, it was the Human Rights Campaign.

- It was the human rights for the grading.

- Yeah, yeah.

- But he, I think his questions had nothing to do with the grading.

- Right.

- His questions had to do with someone who was being castigated for being racist in this business. Who you want to judge that, this commission or a judge? Well, what the heck?

- Which we already can't do. I mean, we can't.

- Exactly.

- We can't hear complaints. We can issue recommendations, but just a couple things. I mean, so first of all, the issues that your folks are facing in Conza, I mean, there are some things we can actually do to give tenants resources. The city can do that. The city, I'm not saying Conza does this, but we learned that the city can actually contract with a non-profit to have them step in and do housing advocacy for tenants. We don't have that here right now. So that's something that we could do in that situation to have someone who is effectively being paid by the city to then go in and advocate for tenants, which isn't gonna completely level the playing field but gives tenants more resources.

- The city can also establish development percentages. In order to develop these houses for free market, you have to build these subsidized housing a lot. Controlled rent housing. I mean, there's certain recommendations that we can make that the city then can adopt and that will alleviate a problem that, as you say, is just getting worse by day. Really, really bad.

- And if particular city council members won't go along with it, well, we can elect people that pledge to enact it or an ordinance like that.

- Absolutely.

- Bloomington, Minnesota has one.

- Okay. Yeah, I was talking about the traditional way of buying houses, versus the, I think there's also one thing that prevents in these individuals from owning. For example, these cultural barriers and that we have talking with when the city brought those groups from outside to come and source that land that was given by JBS, and I was there, and some of the recommendations that we give along the line with the pre-site that was done by the students from the University of Madison said that they should be a source where certain groups should be understood. And this is happening in Minnesota, it's happening now. It's not like based on interest, but based on a Mohab, or especially those individual community members who does not feel comfortable buying house

through interest. Interest rather than profit based. So they already understand from that perspective that if tomorrow there is that kind of a market, that city maybe is control, someone else is controlling, and I think they can easily purchase. They can easily sell hundred and hundreds of units at one time. 'Cause people are eager to buy but there's just a prevention due to certain cultural barrier that's preventing them from owning.

- Yeah.

- Minnesota is doing very great on that. 'Cause there's a individual folks who are already understanding the market in that respect. And I think Sierra Washington and other places that I've heard is happening right now. So like my family, to an example, my wife would be comfortable purchasing a house in Minnesota than in Green Bay. 'Cause it's not such market existing.

- Do you think this, the owner's increasing rent, is based on the reassessment or on inflation? Because you probably have addresses of these buildings, right? And you can compare it to what the average reassessment was. And if it's at 37.5% or less, they shouldn't necessarily be making any changes to an agreement based on the fact they were reassessed higher, 'cause that's average. So they probably won't get taxes that are more based on that property. You know what I'm saying?

- Yeah, but I'm not sure about that. But if that happens, they could have communicated with those who, you know, tenants, and say to them about, you know, should have given them an information about.

- Right.

- Whether they can be able to accept that. But nothing that happened. None of these 12 families speak English. None of them can even read the letter that was written to them.

- Oh.

- And they were told to sign something that they don't know. So to be honest with you, it was more like sign your life that you gonna know.

- Oh, talk about this. It's just bad business.

- And then what happened is people just started paying the original amount of rent that they used to pay. What followed was five day notice to vacate the building if they don't pay that amount. And people were crying left, right, and center. This is where I'm coming from. So again, emailing them, emailing them to intervene, no answers. They just want not to associated with us, 'cause why not? It's just powerful company that doesn't want to talk to people like us.

- Is it one company, or two?

- Right now, the only question is one, and we have a lot of other individuals who are coming to office.

- This is common though.

- Oh yeah.

- This is why we have inflation because corporations and companies are jacking up prices 'cause they know they can.

- This is a super important conversation. I mean, I myself moved to that side of town because the landlord that I had on this side, I was right down the street from the police department. The apartment upstairs became vacant and I asked her, 'cause at the time my sister was looking for a place, I was like, "Oh okay, how much is

the apartment upstairs?" I mean, we were paying 630 at the time, and she's like, "Oh, \$900 now." And I'm like, "Same bedrooms, everything?" "Yep." So from 630 to \$900. So then I got my notice that starting my new lease it was gonna turn to \$900, one bedroom. No updates. I didn't even have a bell for when I was cooking. Just terrible conditions. It's just she wanted to charge more. And eventually since I was not okay, I wanted to have, like talk to her. I was like, "Okay, well, if we're gonna do this then I would love that you change the carpet."

- Yeah.

- 'Cause when I came in here, it was not changed. I started telling her a couple observations that I had in writing of things that were set in place that I want to change. And she sent me a five day eviction notice 'cause my girlfriend had, you know, the abortion rights? We had a poster there that we were pro-choice.

- Yeah.

- And she was not okay with that. So she's like, "You're damaging my windows, so five day eviction notice." Just because I had that art on my wall on my window, she sent me that. So it was like, take it down or else. So I was like, I don't want to deal with this. So I ended up getting another and we moved to another place. My landlord's Hispanic, and I'm a hundred percent more happy giving her my money because she gets it. You know what I mean? And I don't know, but to me that was even emotional just getting there. I just moved. I recently, and it was super emotional 'cause the harassment I would get from this lady after I started questioning a little bit about why are you raising the rent. She was just kind of my, I had a flat tire. She straight up said to me, if you don't have this tire change by tomorrow, I'm going to tow it, in my own parking lot. So, you know, it's just little harassments like that, that even if, 'cause she's like, "I'm going by the law." Yeah, but you're harassing people. You don't talk like that to everyone else, do you? But this, you know, it's just one of those things that's happening to our community, and how the microaggression, how do you even address that? Yeah. Yeah. And I speak perfect English. Yeah, so it's just like, you know? Imagine people that don't.

- We're all agreed then we're gonna make some noise about this.

- Oh, yeah.

- Yep.

- How loud can we be?

- Oh, as loud as we want.

- As loud as we want.

- Let's get, I've been to a Somali wedding. I know how loud you can be. You know?

- And we can give you Somali tea. Okay, so I think that is, right now I think we are getting together to understand more on how, from the Hispanic perspective, with Amanda next week.

- Perfect.

- Hopefully with Amanda Referra and Matt Rivera. And that's something I can circle back with you guys to see how that development's going, 'cause there's a lot of things that has been mentioned today on the group with us, so, and there's a lot of other things that I also wanted to learn from the We All Rise African American Resource Center. A friend of mine, Robin, just wanted to hear about that and how things are going in the world so that we can be able to see how things are so that we can be able to put together others.

- So, take good notes. Tara and I did meet with the staff of We All Rise 'cause we couldn't get them to one of our hearings. And it ended up being, I think, a better conversation anyway because it wasn't sort of out in public hearing. People were very candid to us. So we gotta be cautious about how we'll quote people from that conversation. 'cause there was a lot of deep skepticism in the black community here. Especially as it connects to over-policing and how that's connected to, right? But we've got some of that in there. But yeah, take good notes at all these meetings because, we can, let's bring in more, you know?

- Yeah.

- Cool. I got a good couple of notes on where you gotta go with this for the report in terms of feedback and also more clear language on it all. So that's good, good to hear. I guess once you hear back from the organizations and if they give their blessing then, yeah. Remember it.

- And did we ever decide if we circulate a draft in the commission? Is that subject to open records?

- I'll have to get back to you on that.

- Okay. 'Cause that's what, I want to just make sure that we're not-

- Yep.

- Out, you know, in a place where people can access this until it's ready to be there.

- I think that it would be good to frame this report in the urgency of the situation.

- Yep.

- You know? Because, I mean, people are getting evicted or not finding housing, and for the city that creates, that's another issue, you know? So I think that the way we can frame this as the urgency of the moment and the necessity to act in a way that stops something from becoming bigger.

- Yeah.

- So that everybody sees that this is something that the city needs.

- Yes.

- And I don't know if we need external expertise on what you mentioned by now about inflation versus the choice of bumping up the price, and whether that is something that we can be able to with a free market system kind of a thing, how can we approach that? And I don't wanna mention Pandora books about how employment thing is also about individuals being psyched 'cause they were told they can do that 'cause it's a free will state. But here are we walking into that same area where we might be confronted with market jargon rather than understanding this concept.

- I wish I could share the report right now because there's a whole historical piece about how market forces actually don't give us freedom.

- Okay.

- That actually what we get freedom from, like ensuring that everybody's needs are met, and that we have that tradition in the United States.

- I think also market, and I look to the capitalist market, because we got freedom from the other side of the world.

- Yeah. So, the point is, we gotta make the kind of argument that's gonna allow us to do things differently. We can't get bogged down in the, because that's all we've been hearing, right? In this city is like, the way to provide housing is to incentivize developers so that we're subsidizing their profits in the hope that they'll be some extra housing. It's like magical thinking and it's wrong. And that's the reason that tenants, whether they're Somali or you know, LatinX, or anybody else, is being squeezed because we're not actually creating a system that's giving tenants and people who are renting and buying houses at the lower end of the market any kind of power. And so it leads to these petty cruelties about like, you put up a sign, you're damaging my windows, right? I mean, like, that's what this is about. We lose iconic places in the city.

- I think that also framing it in a, because you know, in many cases this affects everybody that is in a low income scale of-

- Yes.

- That they can't, I mean, the situation is becoming, like 900 going from an apartment that's 630 to 900, how much money you have to bring home to be able to pay that rent? So I mean, it's not that, I mean the microaggressions were targeted to you because of ethnicity.

- Yeah.

- But you know, that right there affects anybody who's in the low income scale.

- That's true.

- I mean, I think that for some of the other men that are hard sell for certain things, we just have to be convincing that this is an issue that affects the community as a whole, right? That this is leaving people, we're leaving people behind, or in the streets, because we are not addressing this issue that is becoming more and more acute in Green Bay. The prices have just, I don't even know that if I could afford to buy a house the way my house has been assessed now, you know? I mean, is that the prices are going off the roof, and so I mean that's affecting a lot of people. And so I think that the city has to make sure that this is an issue, that they prioritize the solutions to this.

- Yep.

- And the other downward spiral that this might lead to, it continues to happen is homelessness. And if you call a shelter right now, they will tell you, call us after three months, they would be one open. It's just the craziness to the latter, the little world of the, to that sense. So how can you add to that trickling down kind of a spiral, downward spiral of homelessness? So we have been seeing individuals who are also trying to make decisions to move out of this area and move somewhere else where they can be able to be. So A, we are losing individuals. B, we might be adding to the already bubbling pot of homelessness, and all these things are, you know, parallel kind of problems that are going on at one time. So I don't, that report's gonna be very, very helpful. But again, having this conversation, only speaking, heading on to where the problems are fingerpointing them, and maybe having some conversations with them is gonna be an immediate solution.

- And, I think the other thing too is like, there are things we can do as this commission, even though we can't formally sanction people as other equal rights commissions can do. We can publicize things. We can, and you know, I was just having a conversation with another nonprofit I won't mention, but one of the conversations we were having was about somebody who was being targeted by a landlord. There's no reason why any of us as equal rights commissioners couldn't go and have a conversation with that landlord, right? Now there's nothing legally we can do, but we can basically say, look, the Equal Rights Commission, we're watching this.

- Yeah.

- People are paying attention to this, right? And that's something we're doing around the margins. But I guess what I'm saying is, as we're thinking about this report and where we're gonna go with it, let's also be thinking about how we're gonna make this issue public and how we're gonna like use this, the platform that we have, to go out and try and like at least show some landlords that we're holding them accountable for things that they're doing.

- Do you think we can do that?

- I think that visibility is going to change a huge, a great deal of what's happening right now. 'Cause no one is just talking about it right now.

- Right.

- But you also said something really important. I mean, Green Bay's a city that relies heavily on manufacturing, and, I mean, those are pay jobs that pay, I mean, again, going back to a \$900 rent or something like that, as an average one bedroom apartment. I mean, how?

- Because workers are moving to Minnesota.

- Yep.

- I mean, so I mean, if you frame the problem as a city problem, as a way of retaining a labor force that helps with the economy of the city, I mean we, you know, I think that we have to find a common solution, whether it's in developing laws where housing with control rent need to be built. I mean, there are places in town that you can do that, you know?

- Yeah.

- So, it's just a matter of will.

- Yeah, and that's something, as I was traveling, this is an international model that I got from, I was traveling in Ethiopia and I was in Kenya. I left Kenya 20 years ago. It doubled the size. I've sort out individuals who are classmates with me owning properties, and I asked them, "How do you do that?" And they told me, you just purchase a land. So the city got like, the city or individuals got a land, I mean, like a piece of land to sell to those individuals. And those individuals came by and they built using their own developer. They bring their donor developer and the city is going to register them and they just start paying their rents and everything else. So that was kind of a cheaper way of, for them, building that houses when they're able to do that. I'm able to raise about \$8,000, \$9,000 then they can just be able to get three bedroom, and then years later they can have two bedroom, and that's gonna be enough for family size of mine. So something like that is a model that I've seen happening somewhere else. I don't know if the city is able to say, hey, this is a land that we have that people can be able to purchase, you know, this Mirror Square, or you know, whatever is amount of that. And then it's free market for those individuals who are willing to develop their own buildings, and their own units, and in that respect then, people who can afford and running away from the traditional sense can be able to utilize that. And it's very much successful in Kenya and Ethiopia. I see it's very successful.

- There's a version of that in the US called the Community Land Trust.

- You know, when I first moved to Green Bay, I think it was actually in this building probably, I came to meetings about how to come a homeowner.

- Okay.

- You know, I mean like workshops like that. I don't know if the city still organizes that, or your rights as a tenant, they can be reminders in the languages, you know, so that people are aware of what to ask, who to consult before they sign something, and that they could be done in different languages, and that the city can offer as a way of, the information that people could have. How to be a homeowner. And I remember there was like, you could purchase certain houses with zero down payment down, and they explain the basics of-

- Like rent to own kind of a thing.

- Yeah, rent to own, or programs like that, you know, that people might not be aware of, or how much you, I mean, I remember that we did like calculations. This is how much I make, and this is how much I should save for this, for that. You know, and it was a workshop. And so I think that that was, 'cause I mean, I've never purchased a house before, so I learn a lot.

- Yeah, but it does fall back from what he mentioned. The report is going to be a call to action for anyone from government, from local, anybody who sees and feels this problem. But you're right, going back to the basics, and just being able to teach these things again to some of our members. For some, it's the first time they hear it. They won't even know. They don't even know where to go other than just-

- You're right.

- I think some people, oh, because I'm sorry. But for my community, we do work a lot with word of mouth.

- Yeah.

- If you get a house and you're Hispanic, you're gonna go tell me and then I'm gonna go tell my, and it just, everyone goes to NeighborWorks. Everyone goes to, and so if the city for some reason would help facilitate some of these workshops again, I feel like at least knowledge is power.

- Yeah.

- Right? Getting this information. And not only that, but it helps our community members and our tenants to start making note of the things that, hey, this is not right with my landlord. And why do I say this? Because there was a saying in Spanish that I live by that literally is, which is they, they'll charge you, and if you pay and you don't ask questions, why, then they'll charge you again, and then they'll do the next thing. Especially like our community members that literally don't speak English, the ones that are so thankful to be in this country that they won't even even question.

- Yeah.

- Oh my goodness, yeah. If my landlord says, I'm so thankful you took me in. Yeah, go ahead.

- Yeah.

- And so I think that by us teaching them these things, you know, that's actually not, you deserve better, right?

- You're empowering people.

- Yeah.

- With information. These are your rights. This is what you can't, this is what the landlord can do, this is what they cannot do. This is where you can go if you think that you're being the subject of abuse or harassment. I

mean, those things, a lot of members of the community have no clue. He's the owner. I must pay or pack and leave, and that's not true. You have rights.

- Yeah. And then there's one individual in the city that actually does accept complaints that we have already referred individuals to, but part-time individual, and I think maybe confronted with thousands and thousands of complaints. We have been referring to a couple of clients over a very serious matter that we felt discriminated. They are deposed without any prior reason, so it's really, it's really, it's not just one thing, it's just multifaceted. And I think reports like this is going to make it naked so that we can be able to see through, and then we can then, for us who are on the ground, can be able to have those meetings and be able to, and I think the more we are quite about it, so the more those predators want to feel more proud about what they're doing and continue to do whatever they want to. So I think media attention, individuals talking about this, you know, right now we are starting with having, meeting with them, emailing them to discuss about how can we help you. How can we help you even talk to your tenants about any changes to the policy? Can we help you in the language that they understand? We are here to help you. So, and the next step, if they're not listening, and all those discrimination are going on, then is to look for alternatives where we can be able to, or maybe their voices can be able to be heard. So that we are in the second stage now with these 49 individuals. Right now, we have been waiting for more than two weeks to say, I forwarded an email to say I'm forwarding over my email. Can I have someone to talk to me? Then I think no one going to talk to me. So now next week the 49 individuals are waiting an answer from me. All of them coming to my office, unable to even do my actual work. 'Cause I can't let 49 people with mostly, I think 80% of these are children.

- Yeah, yeah.

- It's unfair.

- Maybe you need somebody else from the Equal Rights Commission to also contact them and ask for?

- Yeah. And I think I can, I can forward those in the email that I sent to this group, and maybe John, if you want to head on, I think will be the right person because you're a member.

- Yeah.

- So I can forward that email to you and then make those.

- Yeah. And I'll just say, you know, hey, I'm the Vice Chair of the Equal Rights Commission. We're paying attention to this. Let's move.

- Yeah, do it.

- All right, I'll do that talk tomorrow.

- Yeah, lemme know how I can support you in that as well, John.

- Okay.

- I think it's important to note that we're not alone in this fight. I just spoke with Sarah Beckman, she's a program director at the Chief Brown County Inn, and she was telling me they just held a summit about reading, 'cause third graders in the public schools, they're at a 37%, 27%, excuse me, average for reading rate. It's 37% for Caucasian kids, 5% for Latino, Hispanic kids. So that's a huge, huge disparity right there. So she was telling me one of the things we were looking at is the home conditions. Do kids have stable homes? If you don't have a stable home, it's gonna stunt to your development, and growth, and learning. So we have allies and partners that are willing to stand with us when we present this to the council and they wanna create an initiative for particularly reading and education, but they are in support of this 'cause housing is such a big link.

- Yeah.
- Or, yeah.
- That's good. And we're gonna have to push them to embrace some bigger ideas because people aren't gonna get housing by magic, you know?
- Yep.
- All right, any further discussion? Any concerns, any questions about where we're going with this report?
- Can't wait for it to be released.
- All right, so then we don't have anything else on the agenda, unless anyone else wants to say anything. But otherwise I would just ask for a motion to adjourn.
- Okay.
- Motion.
- You want us to?
- Okay, second. All in favor, please say aye.
- Aye.
- Aye.
- That was the quickest aye of the night.
- All right, meeting's adjourned.
- Do we know when the next meeting will be?
- No, not yet.
- I don't know if I met you.
- I've met you. You used to work Moham.
- You talking?
- Oh, yeah!