AGENDA OF THE EQUAL RIGHTS COMMISSION

THURSDAY, JANUARY 11, 2024, 5:30 PM
City Hall, Room 604 - The Harry Maier Room.
Virtual attendance is also available via Zoom.

A. Zoom Meeting Information.

1. Join Zoom Meeting Online:
   https://us06web.zoom.us/j/87139363656?pwd=MHRIU1Vyb3dmd2x6eHhsN0x3Ry9yZz09

   Or call in by phone: +1 312 626 6799
   Meeting ID: 871 3936 3656
   Passcode: 182212

   If you wish to speak at this public meeting or leave a comment, please fill out the online Comment Form prior to the meeting. More detailed Zoom Instructions can be found online.

B. Roll Call.

C. Approval of the Agenda.

1. Approval of the Thursday, January 11, 2024 Equal Rights Commission meeting agenda.

D. Approval of Minutes.

1. Approval of the December 14th, 2023 Equal Rights Commission meeting minutes.

E. Regular Business.

1. For consideration with possible action to appoint a Chair.
2. For consideration with possible action to appoint a Vice Chair.
3. For consideration with possible action on the initiative to install signage that has the City of Green Bay in the language of each culture represented in Green Bay that was held over from the August 17, 2023 Equal Rights Commission meeting.
4. To appoint a commissioner to lead the Visibility Initiative and review/adjust the timeline of the initiative.

5. For consideration with possible action on the Equal Rights Commission Community Survey.
6. Information Only: To review the Green Bay Civil Rights Ordinance as a refresher.

F. Informational.

1. Update on the Housing Report recommendations.
2. Update on the end of year ERC report to the Common Council.
3. Update on training from the Law Department about the rights and responsibilities of commissioners.
4. Chair update.
5. Next Equal Rights Commission Meeting: February 8th, 2024.

G. Adjournment.

1) THIS MEETING IS RECORDED: THE VIDEO OF THIS MEETING AND MINUTES ARE AVAILABLE ONLINE AT www.greenbaywi.gov
2) ACCESSIBILITY: Any person wishing to attend who requires special accommodation because of a disability, should contact the City Safety Manager at 920-448-3125 at least 48 hours before the scheduled meeting time so that arrangements can be made.
3) QUORUM: Please take notice that a majority or quorum of the Common Council will attend this Equal Right Commission meeting and will constitute a meeting of the Common Council for purposes of discussion and information gathering relative to this agenda.
4) REPRESENTATION: The party requesting the communication, or their representative, should be present at this meeting.

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # E.1

For consideration with possible action to appoint a Chair.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # E.2

For consideration with possible action to appoint a Vice Chair.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # E.3

For consideration with possible action on the initiative to install signage that has the City of Green Bay in the language of each culture represented in Green Bay that was held over from the August 17, 2023 Equal Rights Commission meeting.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Pucihkit Proposal Memo 823
2. The Languages and Cultures of Green Bay Campaign Plan
3. Menominee Villages and Place Names -1919_vol18(3)97-102

MEMO
8/4/23

To: Tara Vang, Chairwoman of the Green Bay Equal Rights Commission, Joseph Faulds, Primary Contact for the Green Bay Equal Rights Commission
From: Marcus Grignon, Commissioner of the Green Bay Equal Rights Commission
RE: The Inclusive Names for Green Bay in Other Languages Initiative (?)

The City of Green Bay has and is home to a diverse population of cultures from across the world. Historic Settlement of Green Bay was founded by French fur traders and the Menominee people. The Menominee refer to Green Bay as "Pucihkit" or Bay of Green. The rich history of Green Bay before settlement as a trading route stop and food mero-complex for the Menominee and as a small trading post to the evolution into a city is documented through the eyes of diverse cultures and backgrounds. The various European cultures, the Latino/Central/South American cultures, the Hmong/Laotian cultures, African American cultures, and cultures that were created from Green Bay being a city. All of these cultures need to be represented and recognized whenever a visitor comes to our great city.

As a member of the Menominee Tribe of Wisconsin, I propose the Equal Rights Commission in collaboration with the Office of the Mayor create a permanent installation of every culture represented in our city their word for the city of Green Bay. Timeline would be unveiling the different names for Green Bay at significant times throughout the year, leading up to the NFL Draft in 2025. Each culture will be recognized and a plaque with their word installed at all road signs into the City of Green Bay as well as City Hall. We would start with Menominee on Native American Heritage Month, November 2023 and go by either months designated for each respective culture or significant dates/holidays. When the draft occurs, a potential opportunity would be to create Packer Jersey's with either a chosen word in another language for Green Bay or all of the words available to every culture that makes up Green Bay.

The goal of this proposal is to recognize the territorial ethnicity of the Menominee Tribe and the cultures who have made Green Bay their home. This will amplify city pride for our residents and pay homage to the Menominee Tribe who's been welcoming for centuries to our diverse populations.

CC: Members of the Green Bay Equal Rights Commission, Office of the Mayor

DRAFT

DATE 12/14/23

THE LANGUAGES OF GREEN BAY ACTION PLAN

ELEVATE CULTURE AND EQUALITY FOR ALL GREEN BAY RESIDENTS

PRESENTED BY: MARCUS GRIGNON
COMMISSIONER, CITY OF GREEN BAY EQUAL RIGHTS COMMISSION
JEFFERSON ST GREEN BAY, WI 54303

THE LANGUAGES OF GREEN BAY ACTION PLAN

PLAN OVERVIEW

Practice:	Name
Name of Campaign:	The Languages of Green Bay
Campaign Manager:	_____
Subject Matter Expert:	_____

The City of Green Bay is home to a diverse population of cultures from across the world. From the early settlements of Menominee, Dutch, French, British, and Oneida, Green Bay become a hub for various languages and cultures. The city exploded with residents in the late 20th and early 21st century with Hispanic/Latino, Black, Hmong/Laotian, and Somalian families bringing cultures and languages to Green Bay. As we look back during the time of early settlement to the city as it is today, the diversity is what built Green Bay as a world-renowned place to live.

Our city has a culture from its own resident's visionary actions. The Green Bay Packers are the only publicly-owned National Football League team. The culture of the Green Bay Packers is infamous throughout the United States and internationally. The infusion of the cultures that created Green Bay and the football franchise is at the heart of this campaign.

OBJECTIVE

To raise awareness and elevate the cultures and languages that have built Green Bay since time immemorial through mixed media platforms.

TARGET MARKET

PRODUCT DEMOGRAPHICS

Residents of the City of Green Bay, Villages of Allouez, Ashwaubenon, Bellevue, De Pere, Howard, Scott, Suamico. Residents of the City of Green Bay, Villages of Allouez, Ashwaubenon, Bellevue, De Pere, Howard, Scott, Suamico. According to the 2020 US Census, the racial demographics of the

population within the Greater Green Bay Area is broken down with 68.2% White, 17.9% Hispanic or Latino, 7.2% Black, 6% Asian-Pacific Islander, 5.6% Native, and 10% two races or more recognized.[1]

Visitors to the 2025 NFL Draft hosted in Green Bay, WI by the Packers. The influx of visitors to the NFL Draft will be larger than any time a home game, regular or post season, has happened within the Greater Green Bay Area.

TARGET CONTACT DEMOGRAPHICS

Community Based Organizations (CBOs) who will support the campaign from the Equal Rights Commission. CBOs can choose to provide time, money, and resources to support the mixed media components of the campaign.

Potential target contact CBOs:

- Brown County United Way
- Greater Green Bay Chamber
- The Art Garage
- On Broadway Inc.
- Greater Green Bay YMCA
- Discover Green Bay
- Big Brothers Big Sisters
- The Premier
- Wello
- Mosaic Arts, Inc.
- NEW North
- Casa Alba Melanie
- Greater Green Bay Community Foundation

MESSAGE SUMMARY

The NFL Draft of 2025 is a significant event to educate our visitors to the languages, cultures, and inclusivity that ranks City of Green Bay one of the best places to live in the United States.

CALL TO ACTION

Timeline of Campaign:

Start Date: May 1, 2024; End Date: April 26, 2025

WHAT IS THE DESIRED OUTCOME?

To elevate and raise the awareness of the languages and cultures that make up the Greater Green Bay Area. The outcome is visitors in town for the NFL Draft in April 2025 see the inclusivity of all nationalities including our early residents from the tribal nations to Dutch, French, and English. The education of our languages and cultures are on display downtown by the Packer memorial, temporary wheat pastes display, QR codes stickers to link to historical record on a website, and apparel.

[1] United States Census Bureau. Annual Estimates of the Resident Population: April 1, 2020 to July 1, 2022. U.S. Census Bureau, Population Division.

WHAT IS THE PULL-THROUGH OFFER?

Our target audience is both residents of the Greater Green Bay Area and visitors to the NFL Draft in April 2025. We plan to implement a mixed media strategy to elevate and raise awareness on the languages and cultures of Green Bay. The tactics we will use to carry out the strategy are: public events for recognition of the various languages/cultures during Heritage months and significant days of the year respected at the Packer memorial downtown, temporary wheat paste public exhibitions open to area artists, temporary ordinance reprieve for QR stickers plastered throughout the Greater Green Bay Area, and a pride race for fun to see how many cultures can sell Packer Jerseys designed exclusively for each said language and culture.

PROCESS

LIST DEVELOPMENT

- Get Equal Rights Commission Buy-In
- Seek feedback on Action Plan for additions, revisions, and edits
- Gain approval by City of Green Bay
- Secure support from CBO's and tribal nations
- Gain approval from Green Bay Packers
- Develop website page for historical record and cultural significant history for our diverse residents

PROSPECTING MECHANISM

Our delivery of this important history of Green Bay will be through a mixed-media approach that will take the form of art installations, public events, QR codes, jerseys, and a website page that anchors the campaign for our target audiences to engage from the comforts of their own phone or computer.

The jersey will be part of a prepaid fundraiser by the individual's purchase leading up the 2025 NFL Draft. At public events, art installations, and the QR codes promotion of the culturally specific Packer Jerseys will be displayed for residents and individuals to pre pay for their favorite jersey design. The top two jerseys with the most pre-paid numbers will have a limited run for Packer fans, both within the city and internationally.

PRE-EVENT FOLLOW-UP

Phase 1: Gain approval by City of Green Bay

Phase 2: Secure support from Community Based Organizations

Phase 3: Gain Approval by Menominee, Oneida and Green Bay Packers

Phase 4: Launch campaign

POST-EVENT FOLLOW-UP

Phase 1: Debrief with partners and analyze data

Phase 2: Hold focus groups and interviews

Phase 3: Compile, Analyze, and release data to City for dissemination to public

Phase 4: Based on data and feedback, seek recognition through Urban/City specific awards

TIMELINE OF CAMPAIGN

The campaign with infuse into existing events and celebrations to make the largest impact. The campaign will hold public events during the history months and during such time will implement wheat paste murals, install recognition signage, and release online the historical pieces on each culture that makes up Green Bay.

2024-2025

May 2024

- Asian-Pacific Islander and South Asian History Month
- Hmong Festival during Memorial Day Weekend (Kickoff campaign with Public Event)
- Wisconsin is home to the third largest Hmong population in the United States

July 2024

- French-American History Month
- Chronicle Samuel De Champlain and Henry Samuel Baird History with Public Event at Heritage Hill
- Promote the French influence on the City of Green Bay

September 2024

- Hispanic/Latino/German History Month
- Raise awareness on the history of Hispanic/Latino/German residents of Green Bay
- Coincide the campaign with the Hispanic/Latino Day at UWGB

November 2024

- Native American History Month
- Recognition of Menominee and Oneida Cultures
- Chronicle Menominee and Oneida histories with Public Event at Discover Green Bay
- Unveil Pucihkit addition to Green Bay “welcome signs” as you enter the City

February 2025

- Black History Month
- Raise awareness on the history of Black/African/Somalian residents of Green Bay
- Coincide the campaign with a local universities Black History Month event with public event

March 2025

- Irish/Greek History Month (?)
- Raise awareness on the history of Irish/Greek residents of Green Bay
- Coincide the campaign with St. Patty’s Day Parade with public event

April 2025

- Arab/Scottish History Month
- Collaborate with Center for Middle East Studies at UWGB
- Coincide campaign with events on Arab American Heritage Month (April 1st) and Tartan Day (April 6th)

PROJECT PLAN

NECESSARY EVENT RESOURCES

Resource	Role	Estimated Work Hours
Resource 1	Role	Time
Resource 2	Role	Time
Resource 3	Role	Time

BUDGET

Compile a list of pertinent items that you will use to create your budget line items (for example, booth rental, amenities, travel). Use the Marketing Budget Plan template to build your final budget.

- List all pertinent items.

Define all pertinent items.

METRICS AND EXPECTATIONS

- List all metrics and expectations.

Define all metrics and expectations.

APPROVAL

Title	Name	Signature	Date
Mayor of Green Bay	Eric Genrich		
Chief of Operations	Joseph Faulds		
Campaign Manager			
Commissioner	Jon Shelton		
Commissioner	Cristina Ortiz		
Commissioner	Stephanie Guzman		
Commissioner	Michael Vinson		
Commissioner	Marcus Grignon		
Commissioner	Tara Yang		
Commissioner	Elizabeth Kostichka		

Title	Name	Signature	Date
Commissioner	Said Hassan		

CAMPAIGN SIGN-OFF

The undersigned accept this Marketing Campaign as described herein.

Jennifer Grant	Alderperson	Signature	Date.
Jim Hutchinson	Alderperson	Signature	Date.
William Morgan	Alderperson	Signature	Date.
William Gavin	Alderperson	Signature	Date.
Craig Stevens	Alderperson	Signature	Date.
Steven Campbell	Alderperson	Signature	Date.
Randy Scannell	Alderperson	Signature	Date.
Chris Wery	Alderperson	Signature	Date.
Brian Johnson	Alderperson	Signature	Date.
Mark Steuer	Alderperson	Signature	Date.
Melinda Eck	Alderperson	Signature	Date.

Jesse Brunette	Alderperson	Signature	Date.

Logo Design Concepts:

PayPal
22

PHX

Cerveceros

SOME MENOMINI INDIAN PLACE NAMES IN WISCONSIN

ALANSON SKINNER
Museum of the American Indian, H. C. Y. C. Foundation, New York

The following list of place names was obtained from John V. Satterlee, ex-captain of Menomini Indian police of Keshena, Wisconsin, and honorary member of the Wisconsin Archeological Society for the Menomini tribe, in June 1919. The names are of places famous in Menomini history and traditions, and many of the sites are now covered by thriving American towns and cities. The following symbols are used in spelling the native words. Other letters have continental values.

ä, a as in flat
â, aw as in raw
au, ow as in how
ai, i as in high
u, a whispered terminal u, scarcely heard
x, a whispered aspirant
', a glottal stop, or closure of the glottis
û, u as in buck
î, short i, or ê, short e, as in bit or bet

Ɔka'to (Pike Place) Oconto. Both banks of the Oconto River from its mouth to the old dam were formerly used as a place of residence by the Menomini, despite their swampy character. In later times most of the Indians lived in the city of Oconto where the lumber yards now are. Mr. Satterlee lived here for three or four years prior to 1862, when he left for the present reserve.

Wa'sa'kiu (High Sandy Bank). This was an ancient Menomini village place on the sand dunes where the old dam was located. It was used more or less continuously from prehistoric days until recent times. An old half breed Menomini woman, Mrs. *Mishákwût* (Covered by the Clouds) still resided there in June 1919. Many stone and copper relics, including a copper celt, and a grooved axe found by the old Indian woman have been obtained here. When visited last June in company with Mr. J. P. Schumacher of Green Bay and Dr. S. A. Barrett of the Milwaukee Museum numerous stone arrowpoints, a

notched stone maul, and a native copper fishhook were collected, also some decorated rim sherds from a large pottery vessel. Mr. Schumacher reports a small copper banner stone found here. Some relatively recent Indian children's graves were reported to lie under a fine tree on a knoll near Mrs. Mishakwut's house.

Pa^{X}kh'nano' (a Branch [of a river]). A village on a long, narrow point where the Little River joins the Oconto. When visited by Mr. Schumacher, Dr. Barrett, Mr. Satterlee, and the writer, this spot showed every indication of having been occupied for ages. Much pottery, a fragment of an ornamented clay pipe, numerous arrow, spear, and knife points of flint and other stones, hammerstones, and the like were obtained. Numerous hearths, charcoal, and split bones were seen, and Mr. Schumacher reports copper implements. Mr. Satterlee, following Indian traditions, located without difficulty a group of pits and wild rice caches dug into the edge of the bank on the east (?) side of the point. Mr. Satterlee reports that among the last Indians to reside here were George McCall, John *Wapus* (Rabbit) native name *Wä'nawät* ("Begs for Food,") and the families of Charles Chickeney, *(Matcikine'u,* Terrible Eagle) and *Kine'sa* (Golden Eaglet.)

Pä^{X}kwu'kiu, (Pointed Hill) native name of Stiles. There is a site, now nearly destroyed, in the railroad yard here. Menomini tradition states that a *Mishi Kînúbik,* or monster horned hairy snake, lived in a whirlpool in the river a quarter of a mile above Stiles. An Indian mother of the long ago once sacrificed her little daughter to this beast in order to get it to give her portions of its body to make an evil medicine for witchcraft. The place was ever after noted and abhorred by the Indians, who always passed it in silence, throwing in an offering of tobacco to pacify the monster.

Ko^{X}nin (Where the Tornado Passed). A plain just below the Oconto Falls. There is said to be an ancient Menomini village here.

Nepeûspa'penîno' (Where Water Falls). The Menomini name of Oconto Falls. A Menomini village is said to have been located here.

Ona'sîn Apa'kato' (Rocky Rapids) a locality called Flat Rock by the whites. An old Menomini camp or village site.

Käkäwa'nikone (Crossing the Portage) now Underhill. This was where the Menomini carried across to Lake Shawano.

Governor E. L. Philipp hearing the petition of a St. Croix Chippewa Chief, at Reserve, Wisconsin, June 19, 1919

Plate 1

Mätc Wasa'^{X}kiû (Big High Bank) a locality on the Oconto now called Oconto Red Banks.

Sa^{X}na'wê'nino' Usna'nînä (Three Rivers Forking) now Suring.

Apä'sakiû (Brant [goose] Land) now called Pensaukee. There was an old Menomini village at the mouth of this creek.

Suamäko'sa (Little Sand Bar) Little Suamico. An ancient Menomini camp ground.

Mätc Sua'mäko (Great Sand Bar) now Big Suamico. An ancient Menomini village site of large extent is situated at the mouth of the river and along the lake shore. Copper and stone relics have been found here in abundance in former years by Messrs. J. P. Schumacher and A. C. Neville of Green Bay, who kindly took us to the spot in Mr. Neville's car. A bell-shaped celt and numerous arrow and spear points, scrapers, and sherds were obtained. Two Menomini men, named Adams, still live nearby. The site is one famous in Menomini folk lore, mythology, and history.

Sesipûketahe'kone (Ducks Landing [from flight]) Duck Creek, a place famous in Menomini folklore.

Putci'wikît, or noow *Puji'kît,* A Bay in Spite of Itself, or In Spite of Everything) Green Bay. Menomini villages were located in the present city of Green Bay on both sides of the mouth of the Fox River, and at Fort Howard *(Minä^{X}kä'^{X}kûn,* a fort), where they camped under the fort walls on the site of the present Green Bay R. R. depot.

Ke'^{X}na'täo (A Cape) The Door peninsula.

Wa^{X}na^{X}ti'û (A Bend) Bay Settlement.

No'mä Wi'kitu (Sturgeon Bay) Sturgeon Bay.

Wasa^{X}kiû (High Sand Bank) Death's door.

Apä'sitîk Sepe'u (meaning lost, possibly connected with A'pä'sos, a deer) Peshtigo river.

Usä'ke'wik (At the mouth, or the Mouth). Name of the old Menomini village at the mouth of the Peshtigo River.

Apä'sitîkgo (Peshtigo City). Meaning of name lost.

Wapa'pako (White Falls) White Rapids.

Musikabo'sa Pagwû'tîk (Little Solid Liquid's Falls). Named for an Indian who once dwelt there.

Minikani Se'peu (Village or Town River). The Menominee River. The city of Menominee, Michigan, is also called *Minikani.* This is the most noted spot in all Menomini history, for here the ancestor of the tribe first issued from the ground.

Mr. Satterlee was born on an island in the river between the two cities, Menominee, Michigan, and Marinette, Wisconsin.

Kinitciwunõ (Long Stretch). A straight place in the Menomini River.

Uskotc Kikiti (Silent Place). A locality in this river where dwells a monster who harms or drowns noisy persons.

Namao Usna'ka'se (Sturgeon Barrier) Sturgeon Falls in the Menomini River. This was the northern inland boundary of the tribe; and here the traditional break up of the nation into two groups (purely mythical) through a quarrel over the supply of sturgeon took place.

Kipu'akûnano (De Pere.) The meaning of the name is lost.

Oka'^{X}kane (Pike Fishing Place) Kaukauna.

Minä'si (An Island) Menasha.

Wawe'a^{X}pita (An Eddy or Whilrpool) Appleton.

Mä^{X}kinûk Ustcepät'ce (Where Stands the Blood [Cedar] Tree). A famous land mark on the Fox River near the two preceding.

Winiba'go' Nipe'sa (Winnebago Lake) Lake Winnebago.

Wa sûske'sino (A New Grave [Mound] In a Marsh) Chilton.

The parents of the present chief of the pagan Menomini, Indian Court Judge Sabatis Perrote, came from this place, where the Menomini had a later village. The Judge's father's name was Peanot (Perrote) Amob.

Keskä'kwûtino (Lake Bluff). A rock ledge opposite Oshkosh City, perhaps at Chilton. A sacred spot in Menomini mythology, because here the Thunder-birds who became the ancestors of that clan alighted and turned into men.

Wanika'miu (End of the Lake) Fond du Lac.

Osko's Omanika'n (Oshkosh, His City) Present city of Oshkosh. The name either means a "claw" or "brave." The connection possibly being that in olden times the slayer of a grizzly bear wore its claws as a necklace as a sign of bravery.

Osko's One'^{X}pishim (Oshkosh, His Lake) Lake Oshkosh.

Mitce'kane (A Stockade). A lake between Winneconne and Oshkosh City.

Winika'ni (A Skull) Winneconne. Named because of the large numbers of bleached human skulls and bones said by the Menomini to have been scattered about on the field of a battle, perhaps the site of one of the battles between the Sauk and the French.

Pâwah'ikane (Where Wild Rice Is Gathered) Lake Poygan. The Menomini lived about this body of water in relatively recent times.

Muhwä'o Sepe'u (Wolf River) Present Wolf River.

Pi'nä'o Wi'ko (Partridge Crop) Present lake of that name.

Akaunä''nûk Sepe'u Stranded Log River) New London.

Sake'mäo Watenâ (Mosquito Hill). A locality a little above New London, on the Wolf.

Wa^{X}sa'^{X}kiû (High Banks), another locality with this common name.

Mäno'na Kitchiu (At the Clay Bank) Brickyard.

Mä'no'mänê Sa'iak (Wild Rice Along the Banks) Shiocton, site of a recent Menomini settlement.

Wa'kitcon Omä'nikûn (Wakitcon, His Town.) Chief Wakitcon's village was here. The Chief's name was really *Wakijona'pe,* Crooked Beak, the personal name of the Thunderbirds, preserved in the Thunder clan of the Menomini.

Ona'mun Usta't (Where Vermillion Exists or Is Had). A clay bank on the Wolf River near Wakitcon's town, resorted to for red paint.

Kutahä'kukane (Shooting at Targets Place). A landmark at which the Indians always fired when passing.

Onakä'^{X}kikane (Bark-house Place). A Menomini settlement just above the town of Waukechon.

"Pone" Omä'nigan (Pony's Town). Named for a white settler and trader called "Pony Richmond."

Settlements on the Menomini Reservation.

Omä''nomäneo Ishko'negun, Menomoni reservation.

Oka'to'sa (Little Pike Place) South Branch Settlement.

Keshi'niur (Swift Flying) Keshena Agency. Named for a former chief.

Kowa'pomi Mänigan (Vanishing's Town). Named for some old Indian notable. Pagan settlement where Judge Perrote and Wi'sânokwût now live.

Ni'uopet (Four Seated ,or Four In a Den). Niopet, named for the old chief, son of Oshkosh, recently deceased.

Nihi'tukwûne Mi'nikan, translation not given, but the name is the same as that of the West Branch Settlement on the Wolf River. Zoar Settlement of "pagan" Menomini.

Niga'nis Omä'nigan (Niganis', a Potawatomi personal name village). A settlement near Phlox.

Perrote, A station on the railroad named for the present Indian court judge, Sabatis Perrote.

Askinêt (One that is Raw, Uncooked). A locality named for a former Indian court judge.

Naku'ti Uskinawe'nät (Sunfish's, a personal name, Berry Patch). A locality between Keshena and South Branch Settlement, where the late Phillip Nakuti gathered berries. Also called *Naku'ti Nuwi'sokun,* with the same meaning. There is a large mound group here.

Pikwû'kûnä'o Omä'nikun (Out done in Shooting Town). Named for an old Menomini chief. The "shooting" referred to here is that act (so called) as performed with otter skin medicine bags inside the medicine lodge. Now Satterlee P. O. (named for J. V. Satterlee) on the Oconto River, just off the reserve.

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # E.4

To appoint a commissioner to lead the Visibility Initiative and review/adjust the timeline of the initiative.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # E.5

For consideration with possible action on the Equal Rights Commission Community Survey.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. ERC Survey

Equal Rights Commission Community Survey

1. Before today, have you interacted directly with a commissioner from the Equal Rights Commission (ERC)?
    a. Yes (branches to question #2)
    b. No (skips to question #3)
2. If yes, what was the nature of your most recent interaction with the Equal Rights Commission?
    a. I attended a community meeting or event.
    b. I contacted the ERC to ask a question or report an issue.
    c. Other (please specify) _____
3. Please indicate how familiar you are with the ERC and its purpose:
    a. Very familiar
    b. Somewhat familiar
    c. Not familiar
4. Do you know what district of Green Bay you live in (Districts 1 through 12)?
    a. Yes, District _____.
    b. No
5. Do you know the name of the alderperson who represents the district you live in?
    a. Yes
    b. No
6. Have you experienced discrimination in the City of Green Bay?
    a. Yes (please explain) _____
    b. No
    c. Other (please specify) _____
7. What do you view as some noteworthy achievements of the City of Green Bay?
8. Which of the following do you feel are the **three** most important elements of an equitable community?
    a. A wide variety of historical, recreational, and cultural opportunities
    b. Access to childcare
    c. Affordable housing
    d. Access to great schools
    e. Safe neighborhoods
    f. Accessible sidewalks
    g. Public transportation
    h. Access to healthcare
    i. Clean parks
    j. Access to translators at City Hall and/or City Departments
9. In your opinion, what are the **three** biggest equal rights challenges for the City of Green Bay?
    a.
    b.
    c.
10. What do you think is the most important action the Equal Rights Commission could take to improve its effectiveness in addressing inequalities and improving community life?
11. What is the best way for us to share and distribute information?
    a. Email

b. Town Hall Meetings
c. Mailings
d. Posters/Handouts
e. Facebook
f. Twitter/X
g. Instagram
h. Other (please specify) _____

12. Is there anything else you would like us to know?

Demographics:

- What is your age?
  - 16 – 17 years of age (does anyone under 18 need a waiver?)
  - 18 – 29 years of age
  - 30 – 39 years of age
  - 40 – 49 years of age
  - 50 – 59 years of age
  - 60 – 69 years of age
  - 70 – 79 years of age
  - 80+ years of age
- What is your gender identity?
  - Male
  - Female
  - Non-binary
- What is your total annual household income?
  - Less than $10,000
  - $10,000 - $19,999
  - $20,000 - $39,999
  - $40,000 - $69,999
  - $70,000 - $99,000
  - $100,000 - $149,000
  - $150,000 or more
- Which best describes your current living situation?
  - Own or pay a mortgage on a home.
  - Renting
  - Other (please specify) _____
- What is the highest level of education you have completed?
  - Some High School
  - High School Diploma, GED, or similar
  - Associate degree
  - Bachelor's degree
  - Master's degree or Higher
- What is your race/ethnicity?
  - White
  - Black or African American

    - American Indian and Alaska Native
    - Asian
    - Native Hawaiian and Other Pacific Islander
    - Hispanic or Latinx
    - White, not Hispanic
    - Other (please specify) _____
- What languages are you fluent in? _____

Other possible questions:

- What would you like to see from the ERC?
- Do you know about the ERC's resources?
- Add an option to share link with friends/community members (at the end of survey/emailed)

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # E.6

Information Only: To review the Green Bay Civil Rights Ordinance as a refresher.

BACKGROUND

https://library.municode.com/wi/green_bay/codes/code_of_ordinances?nodeId=COOR_CH12CIRI

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # F.1

Update on the Housing Report recommendations.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # F.2

Update on the end of year ERC report to the Common Council.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # F.3

Update on training from the Law Department about the rights and responsibilities of commissioners.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # F.4

Chair update.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

1. Green Bay Community MLK Day of Service 2024
2. MLK Flyer

GREEN BAY MLK DAY OF SERVICE 2024

SAVE THE DATE - SATURDAY, JAN 13TH 2024

PROJECTS TO INCLUDE

- ✓ Elder Home Improvements
- ✓ Service Organization Improvements
- ✓ Restocking the Shelves

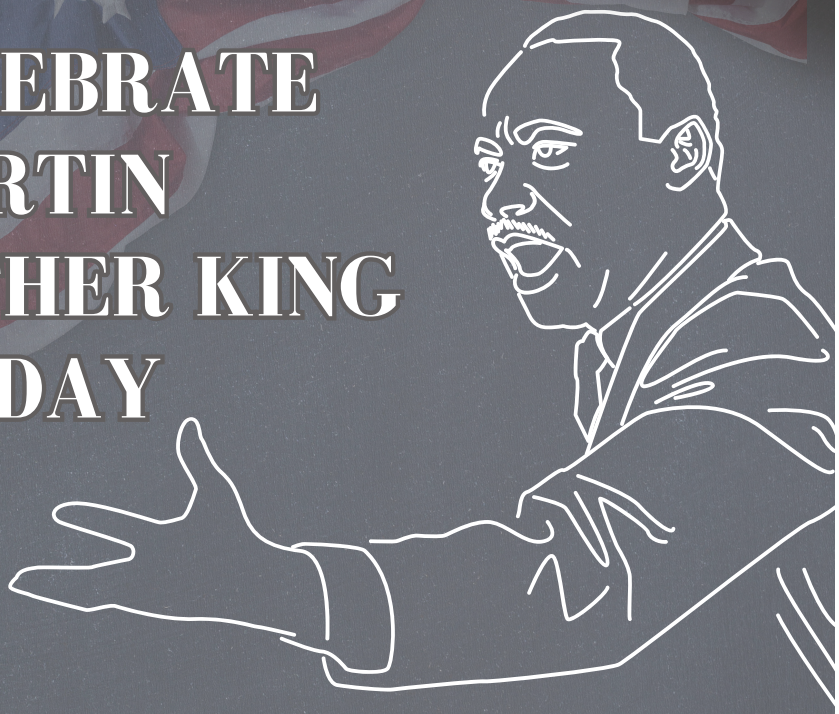
ROTARY INTERNATIONAL

Union CONGREGATIONAL UNITED CHURCH OF CHRIST

WE ALL RISE AFRICAN AMERICAN RESOURCE CENTER

WWW.WEALLRISEAARC.ORG

CELEBRATE MARTIN LUTHER KING JR. DAY



Monday, January 15th
Brown County Central Library

VOLUNTEER
2pm-4pm

Sign up to shovel snow for community members in need

SCAN ME

ATTEND
4:30pm-5:30pm

Listen to a speech about MLK Jr. and community involvement

ENGAGE
5:30pm-6:30pm

Participate in activities, enjoy snacks, and socialize with others in the community

GREEN BAY CONSERVATION CORPS

AmeriCorps

GREEN BAY

Report to the
Equal Rights Commission of the City of Green Bay

MEETING DATE	PREPARED BY
January 11, 2024	

AGENDA ITEM # F.5

Next Equal Rights Commission Meeting: February 8th, 2024.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None