



MINUTES OF EQUAL RIGHTS COMMISSION

THURSDAY, APRIL 10, 2025, 5:30 PM
City Hall, Room 604 - The Harry Maier Room.
Virtual attendance is also available via Zoom.

A. ZOOM MEETING INFORMATION.

- I. Join Zoom Meeting Online:

<https://us06web.zoom.us/j/87139363656?pwd=MHRIUUVyb3dmd2x6eHhsN0x3Ry9yZz09>

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.

Present: Tara Yang, Marcus Grignon, Stephanie Guzman, Joey Prestley, Natalie Hoffman, Naima Muse, and Workplace Culture Specialist - Andrea Fox

Excused: Michael Vinson, Jon Shelton

C. APPROVAL OF THE AGENDA.

- I. Approval of the Thursday, April 10, 2025 Equal Rights Commission meeting agenda.

Moved by Stephanie Guzman, seconded by Ald. Joey Prestley to approve.

Motion Passed.

Yes-Tara Yang, Marcus Grignon, Stephanie Guzman, Joey Prestley, Natalie Hoffman, Naima Muse, No-None, Abstain-None.

D. APPROVAL OF MINUTES.

- I. Approval of the February 13th, 2025, Equal Rights Commission meeting minutes.

Moved by Stephanie Guzman, seconded by Ald. Joey Prestley to approve.

Motion Passed.

Yes-Tara Yang, Marcus Grignon, Stephanie Guzman, Joey Prestley, Natalie Hoffman, Naima Muse, No-None, Abstain-None.

E. REGULAR BUSINESS.

- I. For consideration with possible action to revise Section 12-11 Equal Rights Commission of the City's Chapter 12, Civil Rights Ordinance. Link:

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

Moved by Stephanie Guzman, seconded by Ald. Joey Prestley to hold until the next Equal Rights Commission meeting.

Motion Passed.

Yes-Tara Yang, Marcus Grignon, Stephanie Guzman, Joey Prestley, Natalie Hoffman, Naima Muse, No-None, Abstain-None.

F. INFORMATIONAL.

- I. Chair update.

G. ADJOURNMENT.

Moved by Stephanie Guzman, seconded by Ald. Joey Prestley to adjourn.

Motion Passed.

Yes-Tara Yang, Marcus Grignon, Stephanie Guzman, Joey Prestley, Natalie Hoffman, Naima Muse, No-None, Abstain-None.

Draft Proposal

Revision of the Green Bay Equal Rights Commission Ordinance

Purpose: This proposal recommends updates to the City of Green Bay's Equal Rights Commission (ERC) ordinance (Chapter 12, Civil Rights) to expand its scope, strengthen enforcement, and align more closely with the standards and best practices observed in comparable municipalities such as Madison and Milwaukee. The proposed revisions promote diversity, equality, and equity in a manner that is inclusive, effective, and reasonable across political spectrums.

Section I: Additions to the ERC Ordinance

The following proposals shall be incorporated into the official ordinance language:

1. Expanded Protected Classes

Amend Sec. 12-3 to include explicit protections for:

- Citizenship status
- Criminal history (where not directly job-related)
- Language use and accent
- Physical appearance and body size

2. Formal Complaint Review Process

Enhance Sec. 12-9 by creating a Complaint Resolution Officer role within the ERC to review complaints independently of the City Attorney and issue non-binding recommendations.

3. Community Partnership Development

Expand Sec. 12-11(3): The Commission may enter into formal partnerships with community-based organizations to advance educational outreach, data collection, and training. The Commission shall also be authorized to fundraise and allocate public or privately sourced funds to support organizations engaged in educational, support, and engagement activities that align with the mission and goals of the Equal Rights Commission.

4. Public Recognition and Incentives Program

The ERC shall be able to develop and manage "Recognition Program(s)" to publicly acknowledge individuals, businesses, and institutions demonstrating leadership in advancing equal rights. Program elements may include annual or bi-annual awards, or awards presented on an as-needed basis when merited by significant achievements or milestones.

5. Inclusive Housing Initiative

Enhance Sec. 12-4 by directing the ERC to monitor local housing data for patterns of systemic discrimination and recommend corrective policy.

6. Immigrant and Refugee Support Services

Create an advisory subcommittee of the ERC focused on integration, cultural competence, and support for immigrant and refugee communities.

7. Equity Review of Legislation

Prior to adoption, major city ordinances shall undergo a review by the ERC for their impact on protected populations.

8. Accessible Complaint Filing and Tracking System

Digitize the complaint process with online intake, tracking, and multilingual support.

9. Establish a Mediation Program

Create a voluntary mediation pathway under the ERC for resolving disputes prior to court referral.

10. Formation of Committees and Councils

The ERC shall have the authority to establish committees, subcommittees, and advisory councils as necessary to support its work, expand community engagement, and address the needs of protected classes. These bodies may include individuals with lived experience, subject matter expertise, and organizational ties to equity-focused efforts in Green Bay.

Section II: City Staff and ERC Joint Initiatives

The ERC, in conjunction with city staff and under a principle of good faith cooperation, shall uphold the following values to the best of their ability:

1. Accessibility of Resources

The ERC and city staff shall make every effort to ensure that resources related to civil rights protections and city services are accessible online. Additionally, contact information and support channels shall be clearly provided to assist members of protected classes in navigating available resources and services.

2. Establish a Racial Equity and Social Justice Framework

Develop citywide racial equity impact assessments on major policy proposals and programs.

3. Annual State of Equity Report

Mandate the ERC submit a detailed annual report to the Mayor and Common Council, assessing the City's progress in advancing equity and inclusion goals.

4. Monthly Community Forums

Host at least one public forum every other month to solicit feedback, provide education, and promote dialogue between the community and city officials.

5. Internal Accountability Measures

Each city department shall appoint a Diversity and Equity Liaison who will collaborate with the ERC and submit quarterly updates.

6. Language Access and Accessibility Services

Provide multilingual resources and interpretation services for city services and ERC meetings.

7. Enhanced Data Collection Requirements

City departments shall provide anonymized data to the ERC annually on hiring, service access, and complaints disaggregated by protected class.

8. Education and Outreach Mandate

The ERC shall produce and distribute quarterly educational materials on equal rights laws and protections.

9. Mandatory DEI Training for City Employees

All city employees shall complete annual diversity, equity, and inclusion training approved by the ERC.

The following is to be reviewed by commissioners:

The following proposals are recommended for discussion, evaluation, and possible future inclusion based on community and commissioner feedback:

1. Youth Civic Engagement Program

Develop a Youth Equity Advisory Council to engage residents aged 15–24 in public education, policy review, and leadership development.

2. Equity in Contracting and Procurement

Require city contracts to include equity clauses and set targets for contracting with businesses owned by underrepresented groups.