



AGENDA OF THE EQUAL RIGHTS COMMISSION

THURSDAY, DECEMBER 18, 2025, 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=MHRlUjVyb3dmd2x6eHhsN0x3Ry9yZz09>

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.

1. Members: Chair T. Yang, Commissioner M. Vinson, Commissioner M. Grignon, Commissioner J. Shelton, Vice Chair S. Guzman, Alder J. Prestley, Commissioner N. Hoffman

C. Approval of the Agenda.

1. Approval of the agenda for the Thursday, December 18, 2025, meeting of the Equal Rights Commission.

D. Approval of Minutes.

1. Approval of the minutes from the Monday, October 27th, 2025, meeting.

E. Regular Business.

1. INFORMATION ONLY: Update on the Advisory Report on Short-Term Rental Regulations in the City of Green Bay that was discussed at the Common Council meeting on November 11th, 2025.
2. INFORMATION ONLY: Update on the resolution to the Common Council in support of our Somali friends and neighbors.

3. INFORMATION ONLY: Update on the City's 2025 Municipality Equality Index scorecard from the Human Rights Campaign.
4. For consideration with possible action on the next steps for the Equal Rights Commission's work on its Visibility Initiative.
5. For consideration with possible action on the City of Green Bay's Annual HR (Human Resources) Report (to the ERC) regarding activities and accomplishments with respect to diversity and equal opportunity in City employment.

F. Informational.

1. Next Meeting: Thursday, January 8th, 2026, at 5:30 p.m.
2. Chair update.

G. Adjournment.

1. Adjournment of the Thursday, December 18, 2025, meeting of the Equal Rights Commission.

- 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

December 18, 2025

PREPARED BY

AGENDA ITEM # D.I

Approval of the minutes from the Monday, October 27th, 2025, meeting.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. 10-27-2025_ERC_Minutes



MINUTES OF EQUAL RIGHTS COMMISSION

MONDAY, OCTOBER 27, 2025, 5:30 PM
City Hall, Room 604 - The Harry Maier Room.
Virtual attendance is also available via Zoom.
AMENDED

A. ZOOM MEETING INFORMATION.

- I. Join Zoom Meeting Online:

<https://us06web.zoom.us/j/87139363656?pwd=MHRIUIVyb3dmd2x6eHhsN0x3Ry9yZz09>

Or call in by phone: +1 312 626 6799

Meeting ID: 871 3936 3656

Passcode: 182212

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B. ROLL CALL.

- I. Members: Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman

Voting: Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman

Not Voting:

Absent:

C. APPROVAL OF THE AGENDA.

- I. Approval of the agenda for the Monday, October 27, 2025, meeting of the Equal Rights

Commission.

Moved by Jon Shelton, seconded by Ald. Joey Prestley to approve.

Motion Passed.

Yes-Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman, No-None, Abstain-None.

D. APPROVAL OF MINUTES.

- I. Approval of the minutes from the Thursday, September 11, 2025, meeting.

Moved by Ald. Joey Prestley, seconded by Jon Shelton, to approve the minutes from Thursday, September 11, 2025, Equal Rights Commission meeting.

Motion Passed.

Yes-Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman, No-None, Abstain-None.

E. REGULAR BUSINESS.

- I. For consideration, with possible action, on recommending changes to the Council regarding the Short Term Rental Ordinance [44-1580\(j\)](#).

Moved by Ald. Joey Prestley, seconded by Jon Shelton, to open the floor.

Motion Passed.

Yes-Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman, No-None, Abstain-None.

Moved by Jon Shelton, seconded by Ald. Joey Prestley to close the floor.

Motion Passed.

Yes-Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman, No-None, Abstain-None.

Moved by Ald. Joey Prestley, seconded by Jon Shelton, to open the floor.

Motion Passed.

Yes-Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman, No-None, Abstain-None.

Moved by Jon Shelton, seconded by Ald. Joey Prestley to close the floor.

Motion Passed.

Yes-Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman, No-None, Abstain-None.

Moved by Ald. Joey Prestley, seconded by Jon Shelton, to approve recommending changes to the Common Council regarding the Short Term Rental Ordinance 44-1580(j).

Motion Passed.

Yes-Tara Yang, Michael Vinson, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman, No-None, Abstain-Marcus Grignon.

Speakers:

Melissa Peterson - 1844 Oneida St.
Brooke Tassoul - 127 S Ashland Ave.
Mark Dannon - 825 Spring Hills Ct.
Ben Debaker - 901 S Oakland Ave.
Cinnamon Harley - 1198 Canterbury Rd.
Rick DeJardin - 2811 Classic Dr.
Jon Skogg - 2520 Sage Dr.
Jared Olsen - 1136 Shadow Ln.
Tyler LeRoy - 3184 Morning Woods Ct.
Tom Budenz - 2710 S. Van Buren

F. INFORMATIONAL.

- I. Next Meeting: Thursday, November 13, 2025

G. ADJOURNMENT.

- I. Adjournment of the Monday, October 27, 2025, meeting of the Equal Rights Commission.

Moved by Ald. Joey Prestley, seconded by Jon Shelton, to adjourn the Equal Rights Commission meeting.

Motion Passed.

Yes-Tara Yang, Michael Vinson, Marcus Grignon, Jon Shelton, Stephanie Guzman, Joey Prestley, Natalie Hoffman, No-None, Abstain-None.



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

MEETING DATE

December 18, 2025

PREPARED BY

AGENDA ITEM # E.1

INFORMATION ONLY: Update on the Advisory Report on Short-Term Rental Regulations in the City of Green Bay that was discussed at the Common Council meeting on November 11th, 2025.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None



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

MEETING DATE

December 18, 2025

PREPARED BY

Andrea Fox, Workplace Culture Specialist

AGENDA ITEM # E.2

INFORMATION ONLY: Update on the resolution to the Common Council in support of our Somali friends and neighbors.

BACKGROUND

RECOMMENDATION

Approve

FISCAL IMPACT

ATTACHMENTS

None



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

MEETING DATE

December 18, 2025

PREPARED BY

AGENDA ITEM # E.3

INFORMATION ONLY: Update on the City's 2025 Municipality Equality Index scorecard from the Human Rights Campaign.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. 2025_MEI_Scorecard

I. Non-Discrimination Laws **

This category evaluates whether discrimination on the basis of sexual orientation and gender identity is prohibited by the city, county, or state in areas of employment, housing, and public accommodations.

	STATE	COUNTY	MUNICIPAL	AVAILABLE
Employment	5/5	0/0	5/5	5/5
Housing	5/0	0/0	5/5	5/5
Public Accommodations	5/0	5/0	5/5	5/5
SCORE	30			out of 30
FLEX Single-Occupancy All-Gender Facilities	0	0	0	+2
FLEX Protects Youth from Conversion Therapy	0	0	0	+2

II. Municipality as Employer

By offering equivalent benefits and protections to LGBTQ+ employees, awarding contracts to fair-minded businesses, and taking steps to ensure an inclusive workplace, municipalities commit themselves to treating LGBTQ+ employees equally.

	MUNICIPAL	AVAILABLE
Non-Discrimination in City Employment	7/7	7/7
Transgender-Inclusive Healthcare Benefits***	6	6
City Contractor Non-Discrimination Ordinance	3/3	3/3
Inclusive Workplace	2	2
SCORE	28	out of 28
FLEX City Employee Domestic Partner Benefits	0	+1

III. Municipal Services

This section assesses the efforts of the city to ensure LGBTQ+ residents are included in city services and programs.

	COUNTY	MUNICIPAL	AVAILABLE
Human Rights Commission	0	5	5
NDO Enforcement by Commission	0	0	2
LGBTQ+ Liaison to City Executive		5	5
SCORE	10		out of 12
FLEX Youth Bullying Prevention Policy for City Services	0	0	+1
FLEX City Provides Services to LGBTQ+ Youth	0	0	+2
FLEX City Provides Services to LGBTQ+ People Experiencing Homelessness	0	0	+2
FLEX City Provides Services to LGBTQ+ Older Adults	0	0	+2
FLEX City Provides Services to People Living with HIV or AIDS	0	0	+2
FLEX City Provides Services to the Transgender Community	0	0	+2

IV. Law Enforcement

Fair enforcement of the law includes responsible reporting of hate crimes and engaging with the LGBTQ+ community in a thoughtful and respectful way.

	MUNICIPAL	AVAILABLE
Police LGBTQ+ Liaison/Task Force	10	10
Reported 2023 Hate Crimes Statistics to the FBI	12	12
SCORE	22	out of 22

V. Leadership on LGBTQ+ Equality

This category measures the city leadership's commitment to fully include the LGBTQ+ community and to advocate for full equality.

	MUNICIPAL	AVAILABLE
Public Position on Equality	5	5
Pro-Equality Legislative/Policy Efforts	3	3
SCORE	8	out of 8
FLEX Openly LGBTQ+ Elected or Appointed Leaders	2	+2
FLEX City Tests Limits of Restrictive State Law	0	+3

TOTAL SCORE 98+ TOTAL FLEX SCORE 2 = Final Score 100
CANNOT EXCEED 100

** On June 15, 2020, the U.S. Supreme Court ruled in *Bostock v. Clayton County, Georgia* that sexual orientation and gender identity discrimination are prohibited under federal sex-based employment protections. Nevertheless, it is imperative that localities continue enacting explicitly LGBTQ-inclusive comprehensive non-discrimination laws since it will likely take additional litigation for Bostock to be fully applied to all sex-based protections under existing federal civil rights law. Moreover, federal law currently lacks sex-based protections in numerous key areas of life, including public spaces and services. Lastly, there are many invaluable benefits to localizing inclusive protections even when they exist on higher levels of government. **For these reasons, the MEI will continue to only award credit in Part I for state, county, or municipal non-discrimination laws that expressly include sexual orientation and gender identity.**

*** Unfortunately, many of the anti-LGBTQ+ state laws enacted in recent years has negated or overrode positive efforts several cities have made over the years, especially in regard to cities offering inclusive health care policies for transgender employees or transgender family members of employees. **For this reason, many cities are only awarded partial credit as their ability to provide such benefits are no longer enforceable.**

FOR MORE INFORMATION ABOUT CITY SELECTION, CRITERIA OR THE MEI SCORING SYSTEM, PLEASE VISIT [HRC.ORG/MEI](https://hrc.org/mei).

All cities rated were provided their scorecard in advance of publication and given the opportunity to submit revisions. For feedback regarding a particular city's scorecard, please email mei@hrc.org.



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

MEETING DATE

December 18, 2025

PREPARED BY

AGENDA ITEM # E.4

For consideration with possible action on the next steps for the Equal Rights Commission's work on its Visibility Initiative.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None



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

MEETING DATE

December 18, 2025

PREPARED BY

AGENDA ITEM # E.5

For consideration with possible action on the City of Green Bay's Annual HR (Human Resources) Report (to the ERC) regarding activities and accomplishments with respect to diversity and equal opportunity in City employment.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

- I. HR Annual Report to the ERC_12-16-25



Human Resources Department
100 North Jefferson Street - Room 500
Green Bay, Wisconsin 54301-5026
www.greenbaywi.gov

Phone 920.448.3147
Fax 920.448.3128

MEMORANDUM

To: Equal Rights Commission

From: Brian Rollefson, Human Resources Director
Andrea Fox, Workplace Culture Specialist

Re: Human Resources Report

Date: December 16, 2025

Per the City of Green Bay Municipal Code 12-11(2)a, the Human Resources Department shall provide the Commission with information about the activities and accomplishments regarding diversity and equal employment opportunity in City Employment.

I. Diversity and Inclusion Activities and Opportunities

Over the past year, the City formalized the Human Resources Director position to lead key initiatives to increase employee engagement, accelerate hiring timelines, expand recruitment strategies, promote fair treatment, and prevent discrimination in employment practices. In addition, the Workplace Culture Specialist engaged with departments across the organization to build trust, assess strengths, and identify growth opportunities. These efforts intentionally advanced the City's goal of fostering a workplace that supports the recruitment and retention of a diverse workforce while strengthening data collection to support informed decision-making.

Key diversity initiatives implemented during the reporting period included the following:

- **City of Green Bay's Workplace Culture Survey and Workplace Engagement Committee:** In May, the City launched a comprehensive Workplace Culture Survey to assess employee engagement across multiple dimensions. The Human Resources Director and Workplace Culture Specialist collected and analyzed survey data to identify strengths, trends, and opportunities. The City published the results to all employees to promote transparency and shared accountability.
 - Following the survey, the Human Resources Director and the Workplace Culture Specialist established a cross-departmental Workplace Engagement Committee to address the lowest-scoring areas identified in the results and to ensure every employee's voice is heard.
- **LGBTQ+ Community Engagement:** On June 1, the City, in partnership with its Pride Employee Resource Group, hosted a community-wide LGBTQ+ celebration at Leicht Memorial Park in collaboration with On Broadway, Inc. The event included a concert (part of the Levitt AMP Green Bay Music Series), a resource fair, and a Pride Flag-Raising ceremony.

- **Fresh Produce Program:** During July, August, September, and October, the City offered employees discounted access to fresh produce, eggs, and bread for the second consecutive year, resulting in a 30 percent increase in participation. The program improved access to affordable, nutrient-dense food delivered to worksites, supported local farmers and bakeries, and promoted health equity among employees.
 - The City of De Pere expressed interest in replicating this program. The Workplace Culture Specialist continues to support De Pere by sharing communication templates, sign-up tools, and best practices to strengthen inter-municipal collaboration.
- **National Week Without Driving:** From September 29 through October 5, the Workplace Culture Specialist collaborated with Community and Economic Development staff, Transit staff, and the City's Wellness Administrator to educate employees and community members on using Green Bay Metro Transit, locating City trails, and reporting sidewalk and accessibility concerns. A "Week Without Driving" Bingo card encouraged employees to walk or use public transportation and to learn about the experiences of nondrivers in Wisconsin. Employees who completed a bingo line earned Health 1265 points and were entered into a prize drawing.
 - The Workplace Culture Specialist also served as a panelist for the November 3, 2025, webinar, *Reflecting on the Week Without Driving*, alongside representatives from the City of Madison, Dane County, and the City of La Crosse, to share outcomes, lessons learned, and best practices.

Recruitment and Retention Efforts

The City continues to advance recruitment and retention strategies that support workforce diversity and employee engagement:

- City staff participated in job fairs at Green Bay Public Schools, Northeast Wisconsin Technical College, Jackson Elementary, Fox Valley Technical College, Lakeshore Technical College, and Lawrence University. Staff also attended the *Find Your Inspiration* event at the Resch Expo Center on November 5, which targeted middle school-aged students.
- The Workplace Culture Specialist continues to administer Exit Surveys for employees who resign or retire. The Director and Manager of Human Resources review and share survey feedback with appropriate leaders to increase transparency and inform corrective or improvement actions.
- Human Resources staff established goals and began tracking key performance indicators aligned with the City's 2025–2027 Strategic Plan. The recruitment and engagement action plan includes:
 - Tailoring recruitment strategies to specific departments and positions.
 - Reinforcing a culture that values open communication, supports work-life balance, and recognizes employees' critical role in serving the community.
 - Measuring the effectiveness of diversity and inclusion initiatives.

Diversity and Inclusion Training Offered to Employees

- **211 Training:** In September, the City hosted 211 Training for all employees. The training equipped staff to connect community members with 211 resources, analyze 211 Wisconsin data, and advocate for public awareness of Brown County United Way and 211's community impact.
 - Community members may access 211 by calling, texting, chatting, or searching the online directory 24 hours a day for assistance with housing, utilities, food access, mental health services, and other health and human service referrals.

- For the second consecutive year, the City of Green Bay earned a perfect score of 100 on the Human Rights Campaign's 2025 Municipal Equality Index, a significant improvement from its initial score of 28 in 2018. This achievement reflects the City's sustained commitment to non-discrimination laws; equitable benefits and protections; inclusive workplace policies for LGBTQ+ employees; inclusive services and programs for LGBTQ+ residents; fair law enforcement; and leadership accountability in advancing equity and inclusion.

Opportunities for Improvement

Workforce and Community Demographic Overview: The City continues to identify opportunities to increase racial, ethnic, and gender diversity among employees. Workforce demographic data serves as a benchmark for measuring progress. The Workplace Culture Specialist reviews this data quarterly.

Current City of Green Bay Population and employee demographic data through November 2025 are summarized below.

City of Green Bay Demographic Comparison				
	2023 FT Employees	2024 FT Employees	2025 FT Employees*	Residents**
Total People	914	914	927	106,311
Female	21%	21%	21%	50%
Black or African American	1%	<1%	<1%	4%
American Indian and Alaska Native	1%	<1%	<1%	3%
Asian	1%	2%	2%	4%
Native Hawaiian/Other Pacific Islander	unknown	unknown	0%	<1%
Hispanic or Latino	2%	3%	3%	18%
White, not Hispanic or Latino	95%	93%	93%	70%
Other	<1%	<1%	<1%	unknown
Two or More Races	Unknown	Unknown	<1%	12%

* 2025 FT Employee data is taken from the 3rd quarter statistics (as of November 2025).
 **Percentage of residents is from the U.S. Census Bureau, where community members can report more than one race or ethnicity, so totals will not add up to 100%.

As the City moves forward, the focus should remain on actionable strategies that attract a diverse workforce and ensure their retention and well-being. Through continued collaboration, innovation, and accountability, the City of Green Bay can foster a workplace and community that truly represents and serves all its residents.



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

MEETING DATE

December 18, 2025

PREPARED BY

AGENDA ITEM # F.2

Chair update.

BACKGROUND

RECOMMENDATION

FISCAL IMPACT

ATTACHMENTS

None