

DIVERSITY COMMITTEE
October 1, 2020

DIV20201001-1
UNAPPROVED

A meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, October 1, 2020 at 7:00 p.m. via zoom.

The meeting was called to order by Council Member Sherry Bublitz at 7:05 p.m.

Roll Call: Present: Council Member Sherry Bublitz, Rev. John Norquist, Amit Kaul, Erica Turner, Blaine Gibson, Dr. Joyce Caldwell, Kayla Stoflet

Excused: Hayden Knight

Also Present: Mayor Michael O’Keefe, City Administrator Mikko Hilvo

STATEMENT OF PUBLIC NOTICE

Administrator Hilvo acknowledged that the agenda for this meeting was posted and distributed in compliance with the Wisconsin Open Meetings Law.

APPROVAL OF MINUTES – None

INTRODUCTION OF MEMBERS – All members provided a brief introduction.

ELECTION OF CHAIRPERSON, VICE-CHAIRPERSON AND SECRETARY; AND ACTION THEREON

Council Member Bublitz opened nominations for each position.

Motion made by Blaine Gibson to nominate Erica Turner as Chairperson, seconded by Council Member Bublitz. Motion passed unanimously with Hayden Knight excused.

Motion made by Blaine Gibson to nominate Council Member Bublitz as Vice-Chairperson, seconded by Rev. John Norquist. Motion passed unanimously with Hayden Knight excused.

Motion made by Dr. Joyce Caldwell to nominate Blaine Gibson as Secretary, seconded by Erica Turner. Motion passed unanimously with Hayden Knight excused.

NEW BUSINESS

Establish Mission Statement and Purpose of the Committee; and Action Thereon

Administrator Hilvo reviewed the mission statement that the Mayor and him had developed as part of forming the Committee. He stated that this was a starting point for the Committee to work with. Council Member Bublitz asked that members put some additional thought in to this and be prepared to discuss at the next meeting. Erica Turner stated that equity was lacking from the statement. Kayla Soflet agreed with Erica Turner and asked that the word “welcoming” be used in the first line as well. Dr. Joyce Caldwell encouraged everyone to think deeper in the meaning of equity and to include “changing identity and culture” as part of the statement. Kayla Soflet suggested the members connect our mission to the community and look at being a conduit for change. Blaine Gibson recommended including wording

regarding the Committee being the start of action and providing recommendations to the Mayor and Council. Further discussion ensued with Council Member Bublitz asking the members to look at the template provided and evaluating how equity language could be included as part of the mission statement. Additional discussion will be done at the next meeting.

Review Diversity Committee Guidelines; and Action Thereon

Administrator Hilvo reviewed the guidelines that were established as part of the formation of the Committee. Discussion ensued similar to the discussions done on the mission statement. Additional discussion will be done at the next meeting.

Identify Future Agenda Items; and Action Thereon

The following items were discussed to be placed on a future agenda.

- 1) Establish a mission and purpose of the Committee.
- 2) Further conversation with members to get better acquainted to each other.
- 3) What are the community concerns related to diversity?
- 4) Analysis of Cedarburg demographics. What is the breakdown in the City, kids in the School District etc. What are the issues?
- 5) Member discussion on a book related to diversity.
- 6) What can we do to make Cedarburg more diverse? Make us more inviting? Get people to work here?
- 7) How do we create systematic change?
- 8) How do we communicate to our residents about diversity and how do we get people to participate in meetings/events?

Review and Certify Code of Ethics; and Action Thereon

Council Member Bublitz certified that all members have read the Code of Ethics.

Determine Next Meeting Date; and Action Thereon

Administrator Hilvo recommended the Diversity Committee meet the 1st Thursday of every month at 7:00 p.m. Council Member Bublitz stated that the meetings would continue to be done via zoom. All members were in consensus of the recommended meeting day and time.

ADJOURNMENT

Motion was made by Blaine Gibson, seconded by Rev. John Norquist, to adjourn the meeting at 8:40 p.m. Motion carried with Hayden Knight excused.

Mikko Hilvo
City Administrator

mjh