

**DIVERSITY COMMITTEE**  
**March 7, 2024**

**DIV20240307-1**  
**UNAPPROVED**

A regular meeting of the Diversity Committee, City of Cedarburg, Wisconsin, was held Thursday, March 7, 2024 at 7:00 p.m., at Cedarburg City Hall, W63 N645 Washington Avenue, second floor, Council Chambers and online utilizing the Zoom app.

The meeting was called to order by Rev. John Norquist at 7:06 p.m.

Roll Call:	Present -	Rev. John Norquist, Council Member Kevin Curley, Connie Kincaide, Hayden Knight, Amit Kaul
	Excused -	Dr. Joyce Caldwell
	Absent -	Jack Soto, Kayla Stoflet
	Also Present -	City Administrator Mikko Hilvo

**STATEMENT OF PUBLIC NOTICE**

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

**COMMENTS & SUGGESTIONS FROM CITIZENS** - None

**APPROVAL OF MINUTES**

Motion made by Council Member Curley, seconded by Amit Kaul, to approve the February 1, 2024 minutes. Motion carried without a negative vote with Jack Soto and Kayla Stoflet absent.

**UNFINISHED BUSINESS**

**Discuss community outreach events; and action thereon**

**Cedarburg Community Conversations**

Connie Kincaide met with two panelists and is seeking a third. Hayden Knight offered to reach out to an additional individual. The digital flyer was updated by staff from the Cedarburg Public Library and was sent to Blossom IDD, Balance and has been shared in community groups. Print flyers have been made and will be distributed.

Drinks and light refreshments will be available. Connie will meet with Dr. Caldwell to give an update about the format of the event. Community members are invited to submit questions for panelists to Connie Kincaide at [cmkincaide@gmail.com](mailto:cmkincaide@gmail.com).

Rev. Norquist offered to put together a press release for the March 18<sup>th</sup> IDD Voices Conversation.

Connie Kincaide will send a digital image of the flyer to City Administrator Hilvo to be put on social media and the City website.

Council Member Curley offered to reach out to first responders for the May Cedarburg Community Conversation.

**Discuss service projects; and action thereon**

Item tabled until June 2024.

**Discuss youth engagement opportunities and strategic partnerships; and action thereon**

Hayden Knight gave an update on DJ and insurance costs for the Futsal event and requested help with formatting a flyer. Connie Kincaide offered to assist.

Hayden Knight will follow up with Rick Radtke from the Cedarburg School District regarding insurance, participants, and finalizing details for rental.

The date of the Futsal event is slated for Strawberry Festival weekend.

As of now, t-shirt costs are covered, negotiations are occurring for rental of the goals. Hayden will meet with coaches from the high school and additional businesses that may be interested in sponsorship opportunities.

**Discuss increased visibility of Diversity Committee within the City, and action thereon**

Item removed.

**NEW BUSINESS**

**Discussion on the words Diversity, Equity, and Inclusion**

Discussion was held. The Committee agreed they are not tasked with defining terms on behalf of 12,000 individuals.

**Confirm next meeting date of April 4, 2024 and identify future agenda items; and action thereon**

The Committee confirmed the next meeting time of 7:00 p.m. in person and via Zoom.

**COMMENTS AND SUGGESTIONS FROM CITIZENS** - None

**REPORTS**

**Member Reports**

Pastor Norquist gave an invocation at the NAACP Freedom Fund event and acknowledged Hayden Knight's receipt of a Game Changer Award for his work in the community.

Hayden Knight gave thanks for the participation of Committee members at the NAACP event and expressed thanks for the award received.

Council Member Curley gave a recommendation to citizens to be informed about the upcoming referendum and mentioned the March 9<sup>th</sup> event at the Rivoli Theatre, where a film will be shown, followed by a question-and-answer session.

Connie Kincaide stated that early voting occurs from March 19<sup>th</sup> through March 29<sup>th</sup> and that April 2<sup>nd</sup> is Election Day.

Pastor Norquist shared follow up details to the Nurturing Empathy event that featured Ruha Benjamin and Beth Albright, as well as the goal of creating youth led initiatives.

### **ADJOURNMENT**

Motion made by Council Member Curley, seconded by Amit Kaul, to adjourn the meeting at 7:47 p.m. Motion carried without a negative vote with Jack Soto and Kayla Stoflet absent.

Connie Kincaide  
Secretary