

**DIVERSITY COMMITTEE**  
**November 3, 2022**

**DIV20221103-1**  
**UNAPPROVED**

A regular meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, November 3, 2022 at 7:00 p.m. This meeting was held online utilizing the Zoom app.

The meeting was called to order by Chairperson, Rev. John Norquist at 7:01 p.m.

Roll Call: Present- Connie Kincaide, Phil Bail, Amit Kaul, Joyce Caldwell, Kayla Stoflet

Absent- Hayden Knight

Also Present - City Administrator Mikko Hilvo

**STATEMENT OF PUBLIC NOTICE**

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

**COMMENTS & SUGGESTIONS FROM CITIZENS** - None

**APPROVAL OF MINUTES**

Motion made by Phil Bail, seconded by Joyce Caldwell, to approve the October 6th, 2022 minutes. Motion carried without a negative vote with Hayden Knight absent.

**UNFINISHED BUSINESS**

**Discuss Community Outreach Events; and Action Thereon**

The first in the series of events for Cedarburg Community Conversations occurred on October 10, 2022 at the Cedarburg Public Library. Speakers included Kate Erickson, Jack Soto, and Steve Proefrock. All speakers reside in the City of Cedarburg. Mayor O'Keefe, City of Cedarburg Council Members Jack Arnett, Patricia Thome, and former Council Member Sherry Bublitz attended prior to the October 10, 2022 Common Council meeting. Panelists Jack Soto and Kate Erickson were contacted after presenting and asked for their feedback from the evening, and both expressed having a positive experience. Additional details will be shared at the next Cedarburg Community Conversations Committee meeting on November 22, 2022. Pastor Norquist will contact Steve Proefrock prior to that meeting. DEI Committee Member Phil Bail commented on the importance of collecting data related to instances of bullying/harassment/discrimination if they are shared by community members during future events. Suggestions were made about including DEI Committee Member contact information on future surveys for participants. DEI Committee Members were asked to provide recommendations for January panelists and to send those to Pastor Norquist. Future Cedarburg Community Conversations will be held at 6:00 p.m. on January 16, 2023; March 20, 2023; and May 15, 2023.

**Discuss Affordable/Workforce Housing; and Action Thereon**

A representative from Family Promise will speak at the Cedarburg Plan Commission meeting on November 7, 2022. Information will be specific to the City of Cedarburg. Connie Kincaide will attend the meeting, introduce the representative, and speak briefly on Affordable/Workforce Housing within the context of Diversity Committee meetings. Kayla Stoflet stated that she is also meeting with a representative from Family Promise.

**Discuss Increased Visibility of Diversity Committee with the City; and Action Thereon**

Pastor Norquist introduced the concept of creating a logo specific to the DEI Committee. Discussion included precedent being set as a logo exists for the Public Arts Commission. City Administrator Hilvo will contact the Art Department Chair at Cedarburg High School to discuss the logistics of including students and anyone interested in submitting a design for consideration. All Committee Members present agreed that a logo being created for future printing onto stickers or similar was worth pursuing.

**NEW BUSINESS**

**Discussion of Mission/Vision Statement; and Action Thereon.**

Committee Members continued to discuss the current verbiage of the Mission and Vision statement. Joyce Caldwell, Kayla Stoflet, Amit Kaul, and Pastor Norquist reiterated the work done towards the initial mission statement. City Administrator Hilvo stated that there have been no concerns made regarding current wording. Phil Bail expressed concern that current wording specific to systemic racism may not represent the City of Cedarburg. Residents present asked questions of Committee Members using the chat feature and by voice. Connie Kincaide stated that the wording and all minutes and agendas are available for residents to review and that she would not like to see the entirety of the mission statement changed, but that aspects may benefit from further clarification. Pastor Norquist will contact Cedarburg resident Jack Soto and request that he speak during a future DEI meeting on the topic of diversity and systemic racism.

**Identify Future Agenda Items; and Action Thereon**

- Member Introductions added to the next DEI Committee agenda to allow members of the Committee to share their background and goals for committee involvement.
- Comments and Suggestions from Citizens being included at the beginning and end of future meetings to allow additional community input.

**Member Reports**

Dr. Joyce Caldwell reiterated the importance of having voices on the Committee that represent people of color and expressed concern that the Committee is largely comprised of individuals of European heritage; she would step back from the Committee should a person of color be interested in being on the Committee.

Pastor Norquist stated that the Ecumenical Council has been restarted by the new CSD Superintendent and that a first meeting had been held.

Connie Kincaide expressed appreciation for all in attendance and the importance of having a space to have conversations with one another.

Kayla Stoflet stated the importance of having individuals on the Committee with diverse backgrounds and a collective alignment on the mission of the DEI Committee.

**ADJOURNMENT**

Motion made by Connie Kincaide, seconded by Kayla Stoflet, to adjourn the meeting at 8:30 p.m.  
Motion carried without a negative vote with Hayden Knight absent.

Connie Kincaide  
Secretary