

**DIVERSITY COMMITTEE**  
**December 1, 2022**

**DIV20221201-1**  
**UNAPPROVED**

A regular meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, December 1, 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, Dr. Joyce Caldwell, Amit Kaul, Hayden Knight (7:15 p.m.)

                          Absent-                   Kayla Stoflet, Phil Bail

                          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

**MEMBER INTRODUCTIONS**

**Discuss Backgrounds and Goals for Committee Involvement**

Committee Members present as well as City Administrator Hilvo stated their personal and professional backgrounds. Members stated goals for committee involvement.

**APPROVAL OF MINUTES**

Motion made by Dr. Joyce Caldwell, seconded by Amit Kaul, to approve the November 6, 2022 minutes. Motion carried without a negative vote with Kayla Stoflet and Phil Bail absent

**UNFINISHED BUSINESS**

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

There is currently one confirmed panelist for the January 16, 2023 Cedarburg Community Conversation. Several individuals have been contacted. The format for the upcoming event will remain similar to that of the first Cedarburg Community Conversation. City representatives will be invited to attend. 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**

Joana Hemschmeyer from Family Promise spoke at the Cedarburg Plan Commission meeting on November 7, 2022. Information specific to the City of Cedarburg was shared. Connie Kincaide

attended this meeting and stated that at least 20 copies of the Family Promise presentation were printed and that only a few remained at the end of the meeting. Attendees of the Plan Commission meeting took the packet with information specific to the City of Cedarburg and the County with them.

**Discuss Increased In-Person Visibility of Diversity Committee Within the City; and Action Thereon**

City Administrator Hilvo contacted the Art Department Chair at Cedarburg High School to discuss the logistics of including students interested in submitting a design for consideration. Additional conversation will resume in 2023.

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

Cedarburg resident Jack Soto stated his personal and professional background. Mr. Soto was asked to speak to the Committee and prior to the meeting a survey was sent to all Committee Members with questions to further facilitate dialogue. Five of the seven Committee Members completed the survey as of the December 6 meeting. Survey results were shown in a presentation for Committee Members and attendees to view. Topics for the Diversity Committee to consider include assessing areas that community members find to be unhealthy, intentionally considering what balance looks like within Cedarburg, ascertaining what areas to let go of or grow in, and focusing on items that are actionable. Connie Kincaide asked for clarification on the verbiage of the mission statement and ordinance related to the Committee. Ordinance 2020-10, the mission and vision statement, and minutes from the first two Diversity Committee meetings held in 2020 will be presented at the January 5, 2023 meeting for Committee Members to review.

**NEW BUSINESS**

**Discuss a City of Cedarburg Land Acknowledgment Statement; and Action Thereon**

The City of Cedarburg does not currently have a land acknowledgement statement. Jack Soto offered to assist with this using the chat feature of the Zoom meeting. Connie Kincaide will meet with Jack Soto and will reach out to additional community members for input and present further information to the Diversity Committee at a future meeting

**Identify Future Agenda Items; and Action Thereon** - None

**Comments and Suggestions from Citizens**

Quinn H. stated concern that the Committee was not creating enough of a noticeable impact within Cedarburg.

Based upon concerns stated, Committee Members asked for clarification on procedures regarding zoning changes and agreed to move forward with proposing a recommendation that would then be sent to the Plan Commission.

**Member Reports**

Hayden Knight offered to speak as a panelist for the January 16, 2023 Cedarburg Community Conversation, if needed.

Connie Kincaide expressed a thank you for the seven community members present at this meeting and for the comments shared.

Dr. Joyce Caldwell communicated that she had written to the Mayor O'Keefe regarding the composition of the DEI committee and will be meeting to discuss her concerns with the Mayor O'Keefe, along with City Administrator Hilvo, and Chairperson John Norquist.

Pastor Norquist thanked the attendees present at this meeting and stated that the next meeting of the Diversity Committee is January 5, 2023.

**ADJOURNMENT**

Motion made by Dr. Joyce Caldwell, seconded by Connie Kincaide, to adjourn the meeting at 8:43 p.m. Motion carried without a negative vote with Kayla Stoflet and Phil Bail absent.

Connie Kincaide  
Secretary

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