

**DIVERSITY COMMITTEE  
February 2, 2023**

**DIV20230202-1  
UNAPPROVED**

A regular meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, February 2, 2023 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 - Rev. Norquist, Connie Kincaide, Amit Kaul, Phil Bail, Kayla Stoflet

Excused - Hayden Knight, Dr. Joyce Caldwell (alternate)

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 Meetings Law.

**COMMENTS & SUGGESTIONS FROM CITIZENS** – None

**APPROVAL OF MINUTES**

Motion made by Phil Bail, seconded by Amit Kaul, to approve the January 5, 2023 minutes. Motion carried without a negative vote with Hayden Knight and Dr. Joyce Caldwell(alternate) excused.

**UNFINISHED BUSINESS**

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

There were 52 attendees at the January 16, 2023 Cedarburg Community Conversation. Panelists are being contacted for the next discussion held on March 20, 2023. Committee members will review surveys that were printed out for attendees to complete and will continue working to gain access to the online survey option that was made available through a link created by the Cedarburg Public Library. The format for the upcoming event will remain similar to that of the first Cedarburg Community Conversation. Cedarburg Community Conversations Committee Member Jack Soto, recommended that the series be extended into June and LGBTQIA2S+ (Lesbian, Gay, Bisexual, Transsexual, Queer, Two Spirit) residents be invited to participate as panelists. A second recommendation was made to extend the series and invite residents with intellectual and developmental delays and/or disabilities to participate as panelists. Discussion occurred on the role of the DEI Committee when statements are made during public events that relate to bullying and harassment. The next two Community Conversations occur on March 20, 2023 and May 15, 2023 with additional dates to be determined.

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

Committee members requested to be updated as to when the next Plan Commission meeting occurs that includes the zones related to accessory dwelling units on the agenda. Connie Kincaide attended the Ozaukee County Local Coalition Meeting on January 17, and will share upcoming meetings and information with Committee members as needed.

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

17 Logo designs were submitted by students from the Cedarburg School District. City Administrator Hilvo and Pastor Norquist will work together on providing a form that Committee members can use to rank designs, and then discuss with the intention of selection of design(s) to be incorporated on the City website. City Administrator Hilvo offered to investigate whether the logo could be made available for printing by local businesses and other entities.

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

Connie Kincaide stated that municipalities have presented Land Acknowledgement Statements as Resolutions. A background statement and the Land Acknowledgement Statement will be sent to City Administrator Hilvo to be put into Resolution format. Connie Kincaide will attend the February 27, 2023 Common Council meeting and Pastor Norquist encouraged Committee members to attend as well.

**NEW BUSINESS**

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

Committee members agreed that youth engagement opportunities and strategic partnerships would be worth exploring, the Committee may discuss this further at the next meeting.

Phil Bail suggested the Pledge of Allegiance be stated prior to future meetings, the Committee may discuss the merits of this suggestion at the next meeting.

Phil Bail is working on a statement of apology to Vietnam Veterans, the Committee may review this work and discuss merits of the statement at the next meeting.

**COMMENTS AND SUGGESTIONS FROM CITIZENS**

A question was asked using the chat feature regarding the current data related to income levels for the City of Cedarburg. Connie Kincaide offered to reach out to Joana Hemschemeyer to request the data that was previously presented before the Plan Commission.

**REPORTS**

**Member Reports**

Connie Kincaide stated that she is working with an Ozaukee County group that offers support for families with children that have special needs and will keep the Committee informed of any items of relevance.

Pastor Norquist stated that a newly formed group called Ozaukee County Equity Roundtable is meeting in the Cedarburg Public library on February 6 and March 6, 2023, at 6:30 pm.

**ADJOURNMENT**

Motion made by Connie Kincaide, seconded by Phil Bail, to adjourn the meeting at 8:14 p.m.  
Motion carried without a negative vote with Hayden Knight and Dr. Joyce Caldwell excused.

Connie Kincaide  
Secretary

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