

DIVERSITY COMMITTEE
March 2, 2023

DIV20230302-1
UNAPPROVED

A regular meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, March 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 - Connie Kincaide, Hayden Knight, Amit Kaul,
Pastor John Norquist, Phil Bail (arrived 7:03, recognized by chair)

Excused - Dr. Joyce Caldwell

Absent - Kayla Stoflet

STATEMENT OF PUBLIC NOTICE

City Administrator Hilvo was not present. Chairperson Pastor John Norquist stated 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

The approval of minutes occurred out of agenda order, after New Business discussion began and was noted by Connie Kincaide. Meeting was paused for members to review minutes, which were posted using the chat feature. Motion made by Amit Kaul, seconded by Phil Bail, to approve the February 2, 2023 minutes. Motion carried without a negative vote with Dr. Joyce Caldwell excused and Kayla Stoflet absent.

UNFINISHED BUSINESS

Discuss Community Outreach Events; and Action Thereon
Cedarburg Community Conversations

The Cedarburg Community Conversations Committee is still seeking panelists for the March 20th event. Attendees were invited to contact Pastor Norquist or Connie Kincaide if interested in participating as a speaker. The format for the upcoming March and May conversations will remain similar to that of the October and January conversations. Mayor O’Keefe will be invited to offer a greeting, panelists will share their personal stories, and attendees will be invited to participate in small groups. The Community Conversations Committee is discussing future topics and working through the survey questionnaire to be offered at the March and May events. The next two Community Conversations occur on March 20, 2023 and May 15, 2023 with additional dates to be determined.

Discuss Affordable Housing; and Action Thereon

City Administrator Hilvo communicated in the previous meeting that he would notify the Diversity Committee when the review of zoning pertaining to accessory dwellings is scheduled to appear on the Plan Commission agenda.

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

Pastor Norquist compiled a form that was utilized by six of the seven Committee Members to rate the 17 designs submitted by Cedarburg High School students. Discussion pertaining to the use of the words: diversity, equity and inclusion occurred. Recommendations to reach out to all students that participated and extend a thank you and potentially include the designs submitted in some way was made by Committee Member Amit Kaul. A request was made by Connie Kincaide to connect with the student that created the top vote-earning design to see if they would be interested in that design's multi-colored portions being hand-painted by a member of the Cedarburg IDD Community, rather than solely digitally rendered.

Connie Kincaide made a motion that the image for the top vote-earning design, Option 10 be approved, with the wording surrounding the image to be discussed in more detail by the Committee prior to any final design posted on the website or on items for purchase. Motion was seconded by Phil Bail. Motion carried without a negative vote with Dr. Joyce Caldwell excused and Kayla Stoflet absent.

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

A background statement and the Land Acknowledgement Statement has been sent to City Administrator Hilvo to be put into Resolution format. Administrator Hilvo will notify Connie Kincaide when the Resolution is added to a Common Council agenda, and Connie Kincaide will attend that meeting.

NEW BUSINESS

Discuss Youth Engagement Opportunities and Strategic Partnerships; and Action Thereon

Hayden Knight and Amit Kaul are planning to connect on ways to engage youth between ages 12 and 25. The two have been invited to speak with the current Cedarburg School District Superintendent. Pastor Norquist reiterated that the Committee is allowed to form strategic partnerships outside of the District as well. Hayden Knight discussed an opportunity to plan a Poetry Slam event and Amit Kaul gave a review of past partnerships with the District, specifically- Bridge Builders. Updates will be shared with the Committee when available.

Discuss Reciting the Pledge of Allegiance Prior to Future Meetings; and Action Thereon

Pastor Norquist requested that Phil Bail share why he asked for this item to be included on the agenda, and Phil Bail replied. Connie Kincaide informed the Committee that the Pledge of Allegiance is not said in other City of Cedarburg committee meetings, School District committee meetings or County committee meetings. It was stated by a Cedarburg Council Member that was in attendance that the Pledge of Allegiance is said aloud during Common Council meetings, but not at any committee or commission meetings of the City. Further discussion was had by Amit Kaul, Pastor Norquist and Phil Bail. There was no request to keep this item on a future agenda.

Identify Future Agenda Items; and Action Thereon

Discussion occurred regarding the wording of the ordinance that was approved by the Common Council in 2020. A request was made by Phil Bail to revisit the mission of the Committee

COMMENTS AND SUGGESTIONS FROM CITIZENS

A citizen asked Committee Member Phil Bail what motivated him to join the Committee and Committee Member Bail replied.

REPORTS

Member Reports

Pastor Norquist reiterated that the Committee Members are appointed by the Mayor. Phil Bail stated that communications regarding procedures related to the bidding out of services has been paused but is expected to resume with City Administrator Hilvo.

Connie Kincaide stated that she will reach out to leadership of the Ozaukee Coalition to see if it is sanctioned by the County, or a grassroots organization of vested stakeholders. Currently, Connie Kincaide attends these meetings as a representative of the City of Cedarburg and would like to ensure that this is in line with DEI Committee expectations and mission.

ADJOURNMENT

Motion made by Connie Kincaide, seconded by Phil Bail, to adjourn the meeting at 8:31 p.m. Motion carried without a negative vote with Dr. Joyce Caldwell excused and Kayla Stoflet absent

Connie Kincaide
Secretary

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