

A regular meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, April 6, 2023 at 7:00 p.m. at Cedarburg City Hall, W63N645 Washington Avenue, second floor, Council Chambers. The meeting was also available to attend online utilizing the Zoom app.

The meeting was called to order by Dr. Joyce Caldwell at 7:01 p.m.

Roll Call: Present - Hayden Knight, Amit Kaul, Connie Kincaide, Joyce Caldwell (1<sup>st</sup> Alt)

Excused - Kayla Stoflet, Phil Bail, Pastor John Norquist

### **STATEMENT OF PUBLIC NOTICE**

City Administrator Hilvo 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**

Motion made by Amit Kaul, seconded by Hayden Knight, to approve the March 2, 2023 minutes. Motion carried without a negative vote with Kayla Stoflet, Phil Bail and Pastor John Norquist excused.

### **UNFINISHED BUSINESS**

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

##### **Cedarburg Community Conversations**

The March conversation: Women's Voices was the least attended event thus far but had very positive feedback from panelists and attendees. Evaluations are being standardized for the Cedarburg Community Conversations Committee members to review. The format for the upcoming May 15<sup>th</sup> conversation will remain similar to that of the October, January, and March conversations. A greeting is given, panelists share their personal stories, and attendees are invited to participate in small groups. The Community Conversations Committee is discussing future topics including Intergenerational Voices and LGBTQIA2S+ Voices. The May 15<sup>th</sup> topic is Asian American and Pacific Islander Voices. Potential panelists have been contacted.

The next Cedarburg Community Conversations occurs on May 15, 2023 with an additional date of June 26, 2023 to be confirmed.

#### **Discuss Affordable Housing; and Action Thereon**

Dr. Joyce Caldwell and Pastor Norquist attended a Council meeting that included a presentation of data submitted by Council Member Arnett regarding average rental prices.

City Administrator Hilvo will communicate when meetings occur that include zoning relevant to dwelling structures by the Plan Commission.

Connie Kincaide communicated that the Ozaukee County Local Coalition (housing and homelessness) meetings that she has been attending has a Memorandum of Understanding that may be signed for formal representation. At present there is no formal participation by the City of Cedarburg. This document will be sent to City Administrator Hilvo and Mayor O'Keefe to review and communicate any potential action thereon.

Committee members agreed that this agenda item as written may be removed, with more specific actionable items to take its place.

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

Dr. Joyce Caldwell stated that she reviewed past minutes regarding the mission of the Diversity Committee in relation to the logo design and reiterated that the mission had been discussed by Committee Members on several occasions, and that communications had not received complaints where the wording Diversity Equity Inclusion have been used.

City Administrator Hilvo stated that he did not believe the Common Council has officially adopted the wording: Diversity Equity and Inclusion Committee.

Motion made by Connie Kincaide to make a recommendation to the Common Council to amend the original ordinance that created the Diversity Committee to rename it to the Diversity, Equity, and Inclusion Committee and to additionally recommend the logo design to the Common Council be approved for use as well. Motion was seconded by Amit Kaul. Motion carried without a negative vote with Kayla Stoflet, Phil Bail and Pastor John Norquist excused.

Amit Kaul offered to send a thank you note to the CHS Art Department to thank students for their efforts in designing logos for the Committee.

**Discuss Youth Engagement Opportunities and Strategic Partnerships; and Action Thereon**

Hayden Knight and Amit Kaul are working on ways to engage youth between ages 12 and 25 with enrichment opportunities that would also be presented to teachers and support aides. Hayden and Amit will continue discussions on what additional resources for the existing multicultural club could look like for current participants. This potential selection of resources would then be presented before the appropriate administrators within the Cedarburg School District. Hayden and Amit will continue discussions on what creative outlets may look like for students within the School District and will continue discussions with the members of the City of Cedarburg Community Conversations for potential future topics.

**NEW BUSINESS**

**Reviewing Diversity Committee Mission Statement; and Action Thereon**

Motion made by Connie Kincaide to make a recommendation to the Common Council to amend the original ordinance that created the Diversity Committee to rename it to the Diversity, Equity, and Inclusion Committee and to additionally recommend the logo design to the Council be approved for use as well. Motion was seconded by Amit Kaul. Motion carried without a negative vote with Kayla Stoflet, Phil Bail and Pastor John Norquist excused.

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

A request was made for the Committee to hear a presentation by Blossom IDD Executive Director, Samantha Bear to discuss the mission on the organization and the impacts on community members.

- Item to be added to future agenda: Presentation by Samantha Bear.

A request was made to review meeting decorum in person and via Zoom, and what can/cannot be done if decorum is not being followed. City Administrator Hilvo will look into this and follow up with the Committee.

A request was made to review meeting dates alongside religious holidays; City Administrator Hilvo reiterated that procedure would dictate at each meeting looking ahead to establish the next month's meeting. Committee members would discuss the merit of possibly moving that established first Thursday of the month meeting, voting on that and then any date change would be communicated to the public at large.

- Item to be added to future agendas: Establish Next Meeting Date.

**COMMENTS AND SUGGESTIONS FROM CITIZENS**

A community member expressed thanks for the Committee's efforts, appreciation for the meeting being held and stated their view regarding the merit of the City having formed the Committee. Joyce Caldwell thanked attendees and encouraged their attendance at the Cedarburg Community Conversations event on May 15<sup>th</sup>.

**REPORTS**

**Member Reports**

Hayden Knight stated that the NAACP is sponsoring an event: LAW DAY at the Mequon MATC campus on May 1, 2023 from 5:30 p.m. - 7:15 p.m.

Joyce Caldwell stated that the Ozaukee County Equity Roundtable is meeting at the Cedarburg Public Library on May 1, 2023 from 6:30 p.m.- 7:45 p.m.

Connie Kincaide stated that she was elected to the Cedarburg School District Board of Education.

**ADJOURNMENT**

Motion made by Hayden Knight, seconded by Amit Kaul, to adjourn the meeting at 8:04 p.m. Motion carried without a negative vote with Kayla Stoflet, Phil Bail and Pastor John Norquist excused.

Connie Kincaide  
Secretary