

DIVERSITY COMMITTEE
November 5, 2020

DIV20201105-1
UNAPPROVED

A meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, November 5, 2020 at 7:00 p.m. via zoom.

The meeting was called to order by Chairperson Erica Turner at 7:04 p.m.

Roll Call: Present: Council Member Sherry Bubnitz, Rev. John Norquist, Amit Kaul, Erica Turner, Blaine Gibson, Dr. Joyce Caldwell, Kayla Stoflet

 Absent: Hayden Knight

 Also Present: City Administrator Mikko Hilvo

STATEMENT OF PUBLIC NOTICE

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

APPROVAL OF MINUTES

A motion was made by Council Member Bubnitz to approve the October 1, 2020 minutes and seconded by Dr. Joyce Caldwell. Motion carried without a negative vote with Hayden Knight absent.

COMMENTS AND SUGGESTIONS FROM CITIZENS - None

UNFINISHED BUSINESS

Establish Mission Statement and Vision Statement; and Action Thereon

The members discussed the mission and the vision for the Committee. A decision was made to approve the following mission and vision statements:

Mission:

The Diversity Committee shall nurture an environment that welcomes and celebrates diversity and fosters inclusion and equity within the City and community.

Vision:

- 1) Serve as a resource for City government and the community by providing information, education, and communication that facilitates a deeper understanding of diversity and inclusion by celebrating our differences and promoting a more equitable culture.
- 2) Provide recommendations to the Mayor and City Council that would identify opportunities to address diversity, equity, and inclusion issues, promote diversity programs, and/or provide guidance to create a more accessible, safe, welcoming and inclusive government and community.
- 3) Assist the City of Cedarburg in supporting and challenging all areas of government and the community to eliminate and prevent all forms of discrimination including systemic racism.

A motion was made by Blaine Gibson to approve the mission and vision statements as stated and seconded by Council Member Bubnitz. Motion carried without a negative vote with Hayden Knight absent.

NEW BUSINESS

Consider Modifying Name to be Diversity/Equity/Inclusion Committee; and Action Thereon

After some discussion it was decided to modify the name to be the Diversity/Equity/Inclusion Task Force.

A motion was made by Council Member Bublitz to modify the name of the Committee to the Diversity/Equity/Inclusion Task Force and seconded by Kayla Stoflet. Motion carried without a negative vote with Hayden Knight absent.

Discuss Affordable Housing; and Action Thereon

Erica Turner introduced this topic and stated that there are county initiatives currently in the process of working on affordable housing issues within Ozaukee County. The Committee should be involved with these discussions. Dr. Caldwell stated that this was a critical issue and that we need to be a community where everyone can afford to live. She stated that it will be important to gather data and statistics on housing within Cedarburg and the County, as we start discussing on how to address this topic (what is the housing stock? prices?).

Blaine Gibson asked that the Committee get more information on what the need would be for lower income housing within our community. Would people move here from other areas and how many? What is the amount of affordable housing that would be adequate? After further discussion it was determined to keep this item on future agendas and continue to gather additional information.

Consider Collaboration with the County for Creation and Distribution of Businesses Owned by POC; and Action Thereon

Erica Turner stated that this would be a good collaboration with the County to identify and bring businesses of POC to Cedarburg. Blaine Gibson asked if we have a list or could create a list of minority owned businesses. City Administrator Hilvo stated he would investigate it. Erica Turner has started a list and put out feelers on social media to get additional information. We should have a list that companies can access to find minority owned contractors or businesses. Council Member Bublitz stated that it would be good for us to collaborate with the County and the Chamber of Commerce. We should provide educational materials on how the City chooses their contracts or how the bidding process works that would be available for minority owned business. Kayla Stoflet stated that we should start working on the list of minority owned businesses. What is the process? Can we just post items on Facebook? Administrator Hilvo stated that contact for potential businesses should come officially from the City; however, Council Member Bublitz did state that just to get information from groups, it is ok for members to reach out or post on their Facebook site.

Kayla Stoflet asked about a survey. City Administrator Hilvo stated that the City does a survey every other year and he would start working on it in January for 2021. This survey could have questions on diversity. Additional discussion was had with the determination that the Committee work on some survey questions that will help in the future.

Erica Turner is sending out a list of Minority owned businesses that she has started to work on.

Identify Future Agenda Items; and Action Thereon

The following items were discussed to be placed on a future agenda:

- 1) Discussion on creating a Facebook site for the group.
- 2) Discussion on future City survey questions.
- 3) Discussion on resource list on Cedarburg Housing.
- 4) Discussion on how to engage our community by utilizing an organized and unified approach.

ADJOURNMENT

A motion was made by Council Member Bublitz, seconded by Rev. John Norquist, to adjourn the meeting at 8:26 p.m. Motion carried without a negative vote with Hayden Knight absent.

Mikko Hilvo
City Administrator