

DIVERSITY COMMITTEE
January 7, 2021

DIV20210107-1
UNAPPROVED

A meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, January 7, 2021 at 7:00 p.m. via zoom.

The meeting was called to order by Chairperson Erica Turner at 7:03 p.m.

Roll Call: Present: Council Member Sherry Bublitz, Rev. John Norquist, Erica Turner,
Dr. Joyce Caldwell, Kayla Stoflet, Hayden Knight

Excused: Amit Kaul, Blaine Gibson

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

Motion made by Council Member Bublitz, seconded by Dr. Joyce Caldwell, to approve the November 5, 2020 minutes. Motion carried without a negative vote with Amit Kaul and Blaine Gibson excused.

COMMENTS AND SUGGESTIONS FROM CITIZENS

Daryl Collins and Craig Nuechterlein introduced themselves to the group as residents who were interested in hearing what the Diversity Committee is doing.

UNFINISHED BUSINESS

Discuss Definition of Affordable Housing; and Action Thereon

Administrator Hilvo asked the group to work on defining affordable housing. Government defines affordable housing or “affordable dwelling” as one that a household can obtain for 30 percent or less of its income. For the City of Cedarburg, with an average income of \$85,000, this would equate to \$2,125/month or below for either mortgage or rental payments. He stated that it will be good to look at providing diversity in future developments. One example of this is the Newmann Development that will have three different types of homes being built at varying costs. Rev. John Norquist suggested using the term “Workforce Housing” and look at where the local businesses are drawing their employees from. Erica Turner stated that the definitions will be important so that everyone is on the same page, as the Committee continues to discuss affordable housing. The following questions were asked: Do we need to show people what the incomes are in City limits? Do we need to look at the differences between CEO, teacher, CNA, manufacturing job, barista...salaries? What income levels are we serving with our current housing stock? What is our workforce? How can we provide housing for the people that work in our community?

Kayla Stoflet stated that many younger people are looking to move to the suburbs and they typically have a lower income since they are just starting out in their careers. Are we able to provide adequate housing for them in our community? Dr. Joyce Caldwell stated that research on data on a range of salaries will be helpful instead of focusing on the median income for our community. Council Member Bublitz asked for additional definition on whether we should call it affordable housing, workforce housing, or subsidized housing. It will be important to define what is affordable in our community. Additional discussion ensued on defining these terms. It was determined that the Commission continue these discussions, look at what other communities have done in regard to workforce housing, and do additional research on what the current housing needs are.

NEW BUSINESS

Discuss Diversity Task Force Website; and Action Thereon

Erica Turner stated that the website does have information on the Diversity, Equity, and Inclusion (DEI) Committee and other links. Administrator Hilvo recommended the Committee use the City DEI website to post information on diversity related topics and/or events happening in our Community. He asked the Committee to think about what good information would be to have on this site. Committee members should bring some thoughts and ideas to the next meeting or email him ahead of time. He will then work on getting the information on the website. Kayla Stoflet suggested that members email the information ahead of time so it can be sent to Committee members prior to meeting, to facilitate better conversation. Dr. Joyce Caldwell stated the website should not be inundated with too much information but instead should highlight various information monthly, that engages people throughout the year. Hayden Knight suggested looking at creating something with a tag line of “Cedarburg Wants You” and explain the reason why. This will help drive people to the website if it becomes an ad campaign. Administrator Hilvo will continue working on the website with the help of the Committee.

Discuss Future City Survey Questions; and Action Thereon

Administrator Hilvo stated that the City survey is done every other year and is scheduled to be sent out in April/May of this year. If the Committee wants to include questions on Diversity what are some questions to include? Discussion ensued on the questions. Some questions that were discussed were:

- What would make Cedarburg a more welcoming, inclusive, and equitable place?
- What issues stand in the way?
- How would you like these issues addressed?

Erica Turner asked if this is the time to push some deeper questions on diversity?

- Do you think Cedarburg is diverse?
- What could make it more diverse?
- Do you think you feel that you would benefit from further education on Diversity, Equity, and Inclusion?
- Do you feel there is diversity in housing stock?
- Enough affordable housing?
- How important is it for our workforce to be able to live here?
- Do you believe workforce housing will improve the profitability of our businesses?

Administrator Hilvo stated that members should send him an email on some other questions they might want to see in the survey. He will bring a sample survey to the March meeting for further discussion.

Discuss Utilizing an Organized and Unified Approach on How to Engage the Community (e.g., MLK Day Events, Peace in the Park Event, Festivals Involvement, and Resource Center); and Action Thereon

Discussion ensued on various events that the task force could promote. Kayla Stoflet introduced the Peace in the Park event and Erica Turner discussed MLK events happening on January 18. Kayla Stoflet asked the task force and community members who want to help to reach out to her. Erica Turner shared the various partnerships she has worked on throughout the County and region. The theme this year for MLK events is celebrate, educate, and serve. Several events will be held throughout the Community to honor Dr. Martin Luther King. Kayla Stoflet also highlighted some events that are being done at the School District level.

Rev. Norquist raised an idea of forming a Truth and Reconciliation Commission. It would be a public place where people can tell/share their stories. Discussion ensued on the idea with the thought that the Committee work on figuring out how to accomplish this. This could be a follow up to Peace in the Park and have monthly meetings? Could we get on the Library Public Radio to share stories that are recorded and become an archive of stories? Dr. Joyce Caldwell recommended choosing topics that are covered at each meeting and then share those on the website. She stated it is important to focus on transformative thinking. Kayla Stoflet said we need to focus on the youth as well, to help shape the next generation growing up.

Consider Proclamation for Rev. Dr. Martin Luther King Jr. Day 2021; and Action Thereon

Administrator Hilvo thanked Erica Turner for putting together the Proclamation. The Proclamation will be put on the next Council agenda and signed by Mayor O'Keefe. He asked that the DEI task force make this recommendation to the Council. Rev. John Norquist would have liked to see language in it that states "we acknowledge racism as a public health crisis."

Motion made by Dr. Joyce Caldwell to recommend that the Common Council adopt the Proclamation proclaiming Monday, January 18, 2021 as Dr. Martin Luther King Day Jr. Day. Motion was seconded by Council Member Bublitz and carried without a negative vote with Amit Kaul and Blaine Gibson excused.

Identify Future Agenda Items; and Action Thereon

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

- 1) Discussion on Affordable/Workforce Housing.
- 2) Discussion on items to include on the DEI website.
- 3) Discussion on future City survey questions.
- 4) Discussion on truth and reconciliation conversations.
- 5) Discussion of racism as a public health crisis.
- 6) Update on MLK day events.
- 7) Update on Peace in the Park event.
- 8) Community outreach events (My brothers keepers, public information sessions)

REPORTS

Member Reports

Administrator Hilvo stated that he wanted to include member reports to every agenda to get updates from DEI Committee members on what is going on in the Community as it relates to diversity, equity, and inclusion. This is an opportunity to share information with each other. Hayden Knight said he met with a

new Cedarburg resident who recommended that the Police Department look at becoming a “My Brothers Keepers City”. He will get some additional information to the task force on this for the next meeting. No other reports.

ADJOURNMENT

Motion was made by Council Member Bublitz, seconded by Hayden Knight, to adjourn the meeting at 8:41 p.m. Motion carried without a negative vote with Amit Kaul and Blaine Gibson excused.

Mikko Hilvo
City Administrator

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