

**DIVERSITY COMMITTEE**  
**October 6, 2022**

**DIV20221006-1**  
**UNAPPROVED**

A regular meeting of the Diversity Committee of the City of Cedarburg, Wisconsin, was held on Thursday, October 6th, 2022 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 7:03 p.m.

Roll Call:      Present-              Dr. Joyce Caldwell (1st Alternate), Connie Kincaide, Phil Bail, Rev. John Norquist

                 Absent-              Hayden Knight, Kayla Stoflet, Amit Kaul

                 Also Present -      City Administrator Mikko Hilvo

**STATEMENT OF PUBLIC NOTICE**

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

**COMMENTS & SUGGESTIONS FROM CITIZENS**

New Committee member Phil Bail introduced himself and posed questions; however, the questions were not answered in this portion of the meeting. There were no additional comments.

**APPROVAL OF MINUTES**

Motion made by Dr. Joyce Caldwell, seconded by Connie Kincaide, to approve the September 1, 2022 minutes. Motion carried without a negative vote with Hayden Knight, Kayla Stoflet, Amit Kaul absent.

**UNFINISHED BUSINESS**

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

The first in the series of events for Cedarburg Community Conversations will occur on October 10, 2022 at the Cedarburg Public Library. Speakers include Kate Erickson, Jack Soto, and Steve Proefrock. All speakers are residents of the City of Cedarburg. The Mayor, Council Members and County representatives have been invited to attend. Information has been shared via social media and a flyer has been circulated. Moving forward, the advertisements may include the City of Cedarburg logo. The City of Cedarburg Facebook page will include information about the event prior to Monday, October 10. Permission has been granted for a land acknowledgement statement to be read by a member of the League of Women Voters. It was noted that a statement was not found for the City of Cedarburg or the County at-large. Cedarburg Community Conversations will begin at 6:00 p.m. on October 10, 2022; January 16, 2023; March 20, 2023; and May 15, 2023.

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

Diversity Committee member Connie Kincaide attended the Ozaukee County Local Coalition meeting held on September 20, 2022. A representative from Family Promise will speak at the Cedarburg Plan Commission meeting on November 7, 2022. Information will be specific to the City of Cedarburg.

Connie Kincaide will attend the meeting and speak briefly on Affordable/Workforce Housing within the context of Diversity Committee meetings.

**NEW BUSINESS**

**Discuss Increased Visibility of Diversity Committee with the City; and Action Thereon**

Committee members discussed different Cedarburg Festivals and activities. At this point in time, Committee members did not agree on the merit of having a booth or similar at such events. As members of the Committee were not present, it was agreed that this remains an item on the November agenda, to receive further input. Committee members discussed the importance of continued visibility of the Cedarburg Community Conversations as a method of increased visibility of the Diversity Committee.

**Discuss Request for Funding for Diversity Awareness in the Community; and Action Thereon**

Any funds needed would be secured through private donation or potential partnerships with the City on a case-by-case basis.

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

Committee members discussed the current verbiage of the Mission and Vision statement. Committee members were notified that the Police Chief has been invited to speak at a future meeting. Committee members asked if the Superintendent or Board members for Cedarburg School District have been invited to attend, no action on this has occurred to-date. Future agenda items to include - Discussion of Mission/Vision Statement; and Action Thereon.

**Member Reports**

Rev. John Norquist continues conversations with Mayor O'Keefe.

Dr. Joyce Caldwell stated the importance of having voices on the Committee that represent people of color and expressed concern that the Committee is largely comprised of individuals of European heritage; she would step back from the Committee should a person of color be interested in being on the Committee.

Connie Kincaide is pausing Moderator Training through Braver Angels through November.

Phil Bail asked why previous members of the Committee left.

All Committee members stated the importance of intentionality and continued discussion of purpose.

**ADJOURNMENT**

Motion made by Dr. Joyce Caldwell, seconded by Phil Bail, to adjourn the meeting at 8:05 p.m. Motion carried without a negative vote with Hayden Knight, Kayla Stoflet, and Amit Kaul absent.

Connie Kincaide  
Secretary

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