

AGENDA
CITY OF MONONA
Ad Hoc Workgroup on Diversity and Equity Issues
Electronic Meeting
Thursday, April 7, 2022
3:30 pm

NOTICE OF ELECTRONIC MEETING

Note: Committee Members will meet remotely via Zoom virtual meeting. Additional details below.

1. Call to Order
2. Roll Call
3. Appearances
4. Approval of the March 10, 2022 Meeting Minutes
5. New Business
 - A. Continued discussion on Workgroup charge and tasks.
 - B. Continued discussion regarding future meeting schedule, discussion topics, and future agenda items.
 - C. Updates on Other Projects
6. Next Meeting Date(s) – April 21, 2022
7. Adjournment

Note: Staff members from the Nehemiah Center for Urban Leadership will serve as advisors to this Ad Hoc Workgroup.

ELECTRONIC MEETING INFORMATION NOTICE

Due to the current state of emergency because of the COVID-19 pandemic, this meeting will be conducted via electronic videoconferencing/teleconferencing. As such, it is likely that some or all members of, and a possible quorum, may be in attendance via electronic means and not physically present. In accordance with Wisconsin law, the meeting will remain open to the public. The public may still attend in person at the location stated in this agenda. However, due to the need to maintain social distancing in accordance with Dane County Order #17, and the limited physical space available, the public is encouraged and requested to also attend via electronic means. Directions to do so are listed at the bottom of this agenda. Upon reasonable notice, the needs of disabled individuals will be accommodated through auxiliary aids or services. For additional information or to request this service, contact Alene Houser at 608-222-2525.

DIRECTIONS TO ATTEND MEETING ELECTRONICALLY

You may attend via videoconference at <https://us02web.zoom.us/j/84998769079> or by downloading the free Zoom program to your computer at <https://zoom.us/download>. At the date and time of the meeting log on through the Zoom program and enter Meeting ID: 849 9876 9079.

You may attend via telephone conference by calling the following phone number:

PHONE NUMBER: 1-312-626-6799 / MEETING ID: 849 9876 9079, FOLLOWED BY #

Please Mute Your Phone When Not Speaking To Ensure Best Possible Audio Quality.

You can register to appear and speak before the committee by utilizing the [Appearance Before a Committee Form](https://www.mymonona.com/FormCenter/CommitteeApplication-11/Appearance-Before-a-Committee-Citizen-Co-82). Link to form: <https://www.mymonona.com/FormCenter/CommitteeApplication-11/Appearance-Before-a-Committee-Citizen-Co-82>

Note: Upon reasonable notice, the City of Monona will accommodate the needs of disabled individuals through auxiliary aids or services. For additional information or to request this service, contact Alene Houser at (608) 222-2525 (not a TDD telephone number), FAX (608) 222-9225, or through the City Police Department TDD telephone number 441-0399. The public is notified that any final action taken at a previous meeting may be reconsidered pursuant to the City of Monona ordinances. A suspension of the rules may allow for final action to be taken on an item of New Business. It is possible that members of and a possible quorum of members of other governmental bodies of the municipality may be in attendance at the above stated meeting to gather information or speak about a subject, over which they have decision-making responsibility. Any governmental body at the above stated meeting will take no action other than the governmental body specifically referred to above in this notice.

**Minutes
Ad Hoc Workgroup on Diversity and Equity Issues
March 10, 2022**

Chair Chung called the meeting to order at 3:30 pm.

Present: Chair Jayson Chung, Catherine Orr, Mary Anne Reed, Jade Alder Goforth, Alicia Hazen.

Excused: None

Also Present: Karen Reece.

APPEARANCES (None)

NEW BUSINESS

1. Continued discussion on Workgroup charge and tasks.

Chair Chung opened by noting how his previous participation on a race task force in Madison lasting that was supposed to run for one year actually lasted two years and how difficult it is to address this topic in a short amount of time. He noted that they would spend our time revisiting the big picture of our work and would talk about next steps at the end. He turned the discussion over to Ms. Reece to facilitate.

2. Report Writing

Ms. Reece highlighted some takeaways from earlier brainstorming sessions. We had felt that the factors we had identified for advancing equity were “always important,” never only “sometimes” or “not as” important. We had highlighted representation, transparency, and meeting basic needs. Also, we had talked about how conflict arises as a natural part of moving forward and the need to learn how to move into conflict beneficially. At our third meeting, we had talked about many people “liking the way things are,” and how an “us vs. them” mentality easily arises. Who are “us” and “them”?

Ms. Reece asked for thoughts members had from reviewing our early discussions.

- The theme of access was prevalent. There are a lot of closed doors in the city, for example, with city committees. Need to educate the community on how to increase access. The city should be proactive and reach out to increase access and be welcoming. Actively invite people in via events, diverse vendors, etc.
- Important to change the basic environment regarding the acceptability and capability of talking about equity and inclusion. Being able to talk about problems and deal with conflict. A community-wide conference could be key to this. Changing what Monona “feels” like culturally.

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- The baseline assessment written by the Nehemiah Center had highlighted “misalignment.” It’s important to be straight about the depth of our fundamental alignment issues—e.g., whether we agree on what the problem is, whether we mean the same thing when we are using the same commonly used terms.
- Need real change. Can Monona embrace change and change based leadership? Need to get beyond performative actions.
- Don’t want this to be a report that sits on a desk. In the Nehemiah Center’s report (specif., SWOT analysis), some of the “threats” jumped out, e.g., the fear of alienating some residents/voters by trying to change things. Feels like a big barrier. Who are we up against? Who will lead?
- Want report to recommend specific tactics for change, not just values...specific challenges for people to take action.
- Interested in a balance of what the city can act on and what the community can do. Given the inertia of government, lot of value in getting the community more organized. There are things the community should try to do for itself. Important to build the capacity of BIPOC community members.

The discussion turned to the next stage of work, wherein subgroups would hand over their work for full group review. There was discussion about the readiness of various subgroups, how deep/detailed/finished subgroup draft recommendations should be. Ms. Reece spoke from her experience about how enough time for this kind of work is never allowed, and you never have enough time to feel you’ve finished the job. These recommendations will be to start something. Other points that were raised:

- Don’t strive for a corporate-style report. Make the report accessible. Don’t disguise the messiness of the work. Be real about the process so that those who come behind have a road map that affirms how hard the work is.
- Could be effective to get some pull quotes to use in the report.
- Another way to accurately reflect the nature of this process: hold a public forum after we’ve issued our report.
- In the subgroup work, creating lists of recommendations, we’ve been heavy on the tactical side. The report will need more heart than the lists show.

Chair Chung asked Ms. Reece to describe an alternative approach for finishing up this stage of work that would help us keep on track timewise. Ms. Reece remarked that we are in a swirling phase natural to this kind of work. After today, subgroups could take the next week to clarify their work and pass it off to Chair Chung and Ms. Reece to compile a combined list of draft recommendations for the whole group to review. Will the whole group have a chance to discuss this list together? Yes. In addition, members have access to all the subgroup’s work if they want to review that on their own.

3. Schedule Next Meeting Date.

The group decided to cancel the next meeting, which was scheduled for March 17th, in favor of meeting on March 24th instead. That would give subgroups time to finish up their work and Ms. Reece and Chair Chung to compile the work. If the compilation won't be ready for the 24th, there are other topics the group needs to discuss, for example, the idea of a permanent DEI committee that is mentioned in our work group's charge.

ADJOURNMENT

A motion was made by Alder Goforth, seconded by Ms. Reed to adjourn. The motion carried.
(4:52 pm)