

**Minutes
Ad Hoc Workgroup on Diversity and Equity Issues
January 6, 2022**

Chair Chung called the meeting to order at 3:41 pm.

Present: Chair Jayson Chung, Catherine Orr, Mary Anne Reed, Jade Sachs, Alder Goforth, and Jerry Chapa.

Excused: Alicia Hazen, Raquel Diaz, Karen Reece

Also Present: City Administrator Bryan Gadow, Alder Jennifer Kuhr.

APPEARANCES

Alder Jennifer Kuhr appeared to discuss Resolution 22-01-2529 on Repudiating Racial Covenant Language. She noted that the resolution is based on a 2019 City of Middleton resolution. Ms. Reed indicated that the issue is more complicated than originally expected, and has not found the proposed legislation or its author, or if the Wisconsin Realtors Association is supportive of it. She asked to include a Whereas clause stating the City of Monona is on record asking for a legislative change to formally remove racist language from covenant documents. Chair Chung noted that most other state's laws he has seen still has the offensive language in the document, but either stricken out or with an addendum message indicating it is "null and void". Alder Kuhr indicated that the State of Minnesota allows residents to record a modification statement for no cost. The Committee discussed the potential for advocating for a full redaction of the language. Ms. Orr suggested that the last Whereas clause remove the word Caucasian from the resolution. She suggested another Whereas that acknowledged that these covenants shaped the current racial makeup of the community. Ms. Reed indicated that Dane County is working on a database to allow individuals to find their covenant documents for free. Chair Chung recommended that the resolution support action at the state and county level. Alder Kuhr indicated that they could add language to formally sent the resolution on to state and county actors. Alder Kuhr asked if the committee wanted to see the revised resolution before it goes back to the City Council.

NEW BUSINESS

1. Update on request for a pause on spoken land acknowledgements.

Alder Goforth noted that it has become a performative statement, typically without a commitment of action, and asked that we pause it for further reflection. She provided the Committee with several online resources on the topic.

2. Update on raising the Ho-Chunk flag at City Facilities.

Alder Goforth noted that a ceremony and formal raising of the Ho-Chunk Nation flag on city facilities occurred on October 11th, and that the city would like the flag flying year-round.

3. Update on Madison Transit service.

Alder Goforth provided an update on potential for partnership with Madison Metro Transit for extended mass transit services. Decisions on route locations and the terms of the partnership must be made by summer of 2022. She noted that there is a challenge with paratransit that would need to be discussed and resolved before any decisions could be made.

4. Other Project Updates.

Chair Chung summarized his meetings with the Mayor and a few alders on the progress of the workgroup. He noted that he would be formally requesting an extension to the timeframe of the workgroup. He noted that the 6-month charge comes at the end of January. He will request 3 additional months, with the hope of finishing in 2 months. He noted that Police Chief Chaney Austin will appear at the next meeting. Ms. Suchs indicated she would likely have some survey results from the Monona Grove Parent Equity Council available for review.

5. Update on Report Drafting - Value Statements for Report/Recommendations.

Chair Chung offered his recommendation on value statements to frame the final report around, including:

1. Increase the proportion of BIPOC individuals that live in Monona
2. Cultivate ability of BIPOC individuals in representing their interest in our community.

Alder Goforth noted the use of the terminology is DEIB (Diversity, Equity, Inclusion, and Belonging), which goes beyond just “welcoming”. She noted that: “Belonging is the emotional state that is the goal of D&I efforts. Your Organization’s inclusive processes are there to make everyone feel welcome. For someone to feel truly welcome, they need to feel welcome exactly as they are”.

Ms. Orr indicated to need to describe the “why” for these value statements. Be explicit as to why we want more BIPOC living in Monona, what is the warrant for change?

Alder Goforth referenced the UniverCity Alliance language from past projects of being “dynamic” and being able to change.

Ms. Suchs referenced a concern about representing members of the BIPOC community. Alder Gorforth indicated the potential to get feedback from One City schools.

Chair Chung proposed to rearrange the priority list and would look to get the workgroup’s feedback.

6. Schedule Next Meeting Date.

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The Workgroup will next meet at 3:30pm on Thursday, January 20th.

ADJOURNMENT

A motion was made by Alder Goforth, seconded by Ms. Reed to adjourn. The motion carried.
(5:10 pm)