



ABSTRACT/SYNOPSIS OF THE ESSENTIAL ELEMENTS OF THE OFFICIAL ACTIONS OF THE EQUAL OPPORTUNITIES COMMISSION OF THE CITY OF WHITEWATER, WALWORTH AND JEFFERSON COUNTIES, WISCONSIN.

EQUAL OPPORTUNITIES COMMISSION MINUTES OF MONDAY, AUGUST 16, 2021

1. Call to Order and Roll Call – City Manager Clapper called the virtual meeting to order at 5:07 pm.

Present at the meeting were Common Council Representative Lynn Binnie and Commission members Ryatisima Blue, Maryann Zimmerman and Kenny Yarbrough and staff support Cameron Clapper. Common Council Representative Brienne Brown was absent from the meeting.

2. Approval of Meeting Minutes from June 7, 2021 – Yarbrough made a motion to approve the minutes with a second by Blue. The commissioners were all in favor of approving the June 7th minutes.

Ayes: Binnie, Blue, Zimmerman and Yarbrough

Noes: None

Abstained: None

Absent: Brown

The motion passed by unanimous voice vote.

3. Hearing of Citizen Comments

4. New Business

- a. Discussion on provision of city materials, signs, web sites and meetings in multiple languages given the number of community members for whom English is a second language.

Clapper gave an overview of city outlets for the community, including the website and community portal, social media accounts (Facebook, Instagram, Twitter) and the Parks & Recreation guide. A comment was made that Google translate is available on the website and works well. Another comment was made about the possibility of translating documents on-line and web pages to make them more accessible for individuals who use English as a second language. The most common language is Spanish. The members encouraged translations for Spanish and the next most common language, doing one language at a time.

It was determined that the most common areas to add signage would be the library and municipal building. Clapper said that city staff would need to evaluate translation costs.

- b. Discussion of programs and strategies for education regarding social equity and how to promote it in Whitewater.

Clapper gave a brief overview of recommendations for proceeding with promoting training and education for the community in terms and etiquette, diversity, sensitivity, and inclusion training.

The commissioners thought possible implementation or operational changes need to come from the top down; elected officials, the city manager, senior employees, boards, committees and commissions then the general public.

Citizen Michael Smith asked if there was a problem that needed to be addressed in Whitewater or if these efforts were in response to issues at the national level.

Clapper stated that he heard several stories of incidents occurring in Whitewater that would indicate a need for etiquette, diversity, sensitivity, and inclusion training

Yarbrough shared that UW-Whitewater has included diversity and inclusion training for employees, which is tied to employee performance.

Multiple committee members mentioned the importance that any firms or individuals invited to train are well vetted and qualified and the training cost effective.

5. Future Agenda Items

- a. Discussion concerning a format for reporting hate speech, wrongful discrimination, and non-compliance of social equity policies or standards.

Clapper will be providing updates concerning hate speech reporting.

- b. Discussion of police department policies, materials and training related to the use of force. Also, include an update on current/recent legislation on the same topic.

The police department will be attending the September meeting.

- 6. Next Meeting Date – The commission members will be contacted to determine the next meeting date.

- 7. Adjournment - A motion was made to adjourn the meeting.

Ayes: Binnie, Blue, Zimmerman and Yarbrough

Noes: None

Abstained: None

Absent: Brown

The motion passed by unanimous voice vote. The meeting ended at approximately 6:05 pm.

Respectfully submitted,

Kathy Boyd, Executive Assistant