



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, NOVEMBER 1, 2021

1. Call to Order and Roll Call –The virtual meeting came to order at approximately 5:03 pm. Present at the meeting were Common Council Representative Brienne Brown, Common Council Representative Lynn Binnie, Commission members, Maryann Zimmerman, Kenny Yarbrough and Ryatisima Blue and staff support Cameron Clapper.

2. Approval of Meeting Minutes from September 20, 2021 – Brown asked that the minutes show that she was present for the meeting. Binnie asked that the minutes go into a bit more detail to include the police chief gave a review of the accreditation standing of the agency and of the fact that there were five new statutes enacted regarding police departments and only four of the statutes pertain to the city. In the police chief's estimation the department was in compliance with all of the statutes. Binnie mentioned that there was a minor aspect of one of the laws that the department was found to not be in compliance, which was the department is required to prominently display a means of obtaining a copy of their use of force policy and this has not been corrected at this time.

Binnie moved to approved the minutes contingent on the additions with a second by Yarbrough. The commissioners were all in favor of approving the September 20, 2021 minutes contingent on Clapper making the necessary updates. Brown moved on to Hearing of Citizen Comments, but Clapper asked if there needed to be a vote on approving the minutes. Brown then asked if there was a motion to approve with the changes made.

Ayes: Brown, Binnie, Zimmerman, Yarbrough and Blue

Noes: None

Abstained: None

Absent: None

The motion passed by unanimous voice vote.

3. Hearing of Citizen Comments – There were no citizens in attendance.
4. New Business
  - a. Discussion and possible action regarding formal public announcement summarizing the findings from last meetings presentation by WWPD and WWPD's compliance with new state law – Brown said it would be good to put out a synopsis of the last meeting's presentation. Clapper said Binnie made the suggestion and Clapper thought it was a good idea to share with the Common Council. Binnie asked that it

be carried over to the next meeting to give the department time to be in compliance with the statutes. Binnie said that out of 18 recommendations by the commission five were put into law. Binnie would like to see the other 13 recommendations to see if they apply. Brown asked if the Whitewater Police Department (WWPD) is working on the synopsis. Yarbrough said that they (WWPD) said they could do it, but the EOC didn't instruct them to do it. Clapper said that he will work with the WWPD command staff to have something for the next EOC meeting. Zimmerman asked if the synopsis is for the public to understand. Brown said the legal requirements that the WWPD needs to follow is lengthy and the EOC asked if it could be made more understandable, but the police chief said they can't do that. Brown said the synopsis would include the entire legal document. Binnie said that he was talking about the statutes and Brown was discussing the accreditation standards, which would be difficult to summarize hundreds of standards. Clapper said that a list of standards could be supplied along with a link to the entire standards document. Clapper said the 18 proposals at the state level and which ones apply to the city and which ones don't and a summary of each could be provided. Clapper said it will be a city staff priority and can be sent to the EOC for review. Zimmerman said it would be good to post the video (of the September 20<sup>th</sup> meeting) so the public can view it.

- b. Discussion concerning a format and procedure for reporting hate speech, wrongful discrimination, and non-compliance of social equity policies or standards. – Brown asked if they were starting from scratch. Clapper said there were some updates at prior meetings. Clapper shared the city website with the EOC members and how citizens can access information. Clapper viewed the police Citizen Complaint FAQs and form. Binnie said that people may not know the officers name so the form should be update to reflect "Employee Name, if known". Brown said the form link should be add to the EOC webpage. Blue asked if the form was just for the police department or other city employees and suggested that other employees be added to the form. Yarbrough said that the steps of the process should be listed. Clapper said that the process for the chief of police is different and there is a link to the Police & Fire Commission (PFC) page, but it doesn't have contact information for the PFC. Yarbrough said there needs to be less clicks to get to the information. The EOC discussed where it would be best to post the form on the website. Clapper shared that he and Officer Martin recently met with English language learners (ELL) and one of the questions pertained to getting stopped. Clapper had shared how the process is suppose to work and how to submit a complaint. Brown said that the police department should work more on reaching out to non-English speakers. Zimmerman agreed that the department should be out interacting with the community. Clapper can check with the police department to find out what types of outreach they have scheduled. Yarbrough asked how many officer are bilingual and Clapper was not certain. Binnie said that years ago when ICE was busy, a meeting was held at Starin Park and the police were asked not to attend. Binnie said that illegal immigrants who do not have a license are afraid of being stopped for minor issues, headlight out or license plate light out. Clapper said the traffic stops are consistent, but due to living in a smaller community officers may know who doesn't have a license. Zimmerman

asked about resources for affordable rides for those who do not have a license. Binnie said the ride share program has issues due to COVID-19 and may not work for those that need to get somewhere in timely manner. Clapper said that other communities have coordinated with the business community to offer rides. Clapper said that Rotary, Optimists and Whitewater LEADS have looked at the issue. Clapper asked Yarbrough about a university shuttle and Yarbrough said that it only goes to from the University to the Rock County campus. Binnie said there are no translations on the website, but there is Google Translate and he asked if the second language population knows about the tool. Zimmerman said that through her work the second language speakers do know about the tool. Brown reached out to Walworth and Jefferson counties about transportation, but due to being in two counties causes issues. Clapper said that the transportation issue is not on the agenda so he could add it a future agenda. Binnie said that when it comes to hate speech the EOC should focus not only on city staff, but citizens too. Binnie discussed the safety of those who participated in the pride day event and how they were told to use the buddy system. Yarbrough said that with October being domestic violence month and coming out month there was an increase in hate crimes against the LGBT plus community. Brown asked how the city can do something and also include the school district. Clapper said that some sort of communication needs to be posted on the city website and internal software can be used to monitor. Clapper said the links can be shared with partner organizations. Yarbrough said if the form is displayed prominently use will increase, but it will even out. Yarbrough said that Wisconsin law is different than other states with hate speech vs. freedom of speech. If hate speech is directed at one individual and no action behind it, then it is not considered hate speech so there will need to be education.

5. Future Agenda Items – Brown would like social media posts about complaint forms and contact the Banner and Royal Purple about publishing the information. Binnie asked if Yarbrough would discuss the hate speech statute. Clapper said continuing the effort to make communication needs available, by website and other means. Binnie said to include the police department information.
6. Next Meeting Date – The next meeting will be held on Monday, December 6, 2021.
7. Adjournment – Yarbrough made a motion to adjourn the meeting with a second from Zimmerman.

Ayes: Brown, Binnie, Blue, Zimmerman and Yarbrough

Noes: None

Abstained: None

Absent: None

The motion passed by unanimous voice vote. The meeting ended at 6:14 pm.

Respectfully submitted,

Kathy Boyd, Executive Assistant