

PLEASE POST



SCHOOL DISTRICT OF SHOREWOOD
Shorewood, Wisconsin
September 21, 2021 AGENDA

Bi-Board Meeting
5:30 PM
Virtual Meeting Only

A Bi-Board meeting of the Shorewood Village Board and Shorewood School Board will be held virtually on Tuesday, September 21 at 5:30 pm.

Join Zoom Meeting

<https://us02web.zoom.us/j/86065939977>

Meeting ID: 860 6593 9977

One tap mobile

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Meeting ID: 860 6593 9977

Find your local number: <https://us02web.zoom.us/u/kyxuxI380>

- I. Call to Order Paru Shah
- II. Adopt the Agenda
- III. Diversity, Equity and Inclusion Initiatives
- IV. Opportunities for Budget and Tax Bill Education for Community Members
- V. Future Agenda Items
- VI. Adjourn

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VILLAGE OF SHOREWOOD

REPORTS AND PRESENTATIONS TO VILLAGE BOARD

Agenda Item: Equity, Diversity and Inclusion Update

Date: June 7, 2021

Presenter: President McKaig



History – *Please include a timeline of historical relevant events related to this agenda item. This may include previous Village Board action, policies, planning documents, etc. If able, hyperlink to previous agenda packets (include page number) to reference information. If there is no relevant history, N/A should be entered in this space.*

2017 - collaboration with Shorewood Solidarity Network to adopt Justice & Dignity Resolution; pursuit of a Justice & Dignity ordinance stalled. Shorewood Library Director attended the YWCA Unlearning Racism class. The Shorewood Library held a session on the hidden impacts of segregation in Milwaukee County.

2018 - the Human Relations Commission was reinstated. Shorewood Library partnered with the YWCA and Shorewood School District on reading race community conversations. In addition, the Library offered unconscious bias programming. Shorewood Police Department participated in fair and impartial policing training.

2019 - Unlearning Racism Initiative - is adopted by the Village Board and \$2,200 is funded through the 2020 budget. HRC forms subcommittees to pursue a variety of initiatives. Village Manager and Ast. Village Manager attend the YWCA Unlearning Racism class. Shorewood Library hosted an educational program on the history and cost of mass incarceration. Library staff also participated in an unconscious bias class.

2020 - Village Board approves and completes a police organizational study. Village Board provides additional funding for an EDI work with Sam Coleman spanning from 2020 - 2021. EDI workgroup progresses from September - December. Milwaukee County adopts a racial equity resolution. There is local engagement around the murder of George Floyd and the Black Lives Matter Movement that generates more reflection on Village's role in addressing racial equity, justice & dignity. Several members of Village staff & board participate in Shorewood School District's strategic planning for equity. Shorewood Library staff closed for a ½ day to train library trustees and staff on equity diversity and inclusion. The Library Board adopted an equity commitment. The Shorewood Police Department participating in mental health awareness and de-escalation training.

2021 – Shorewood Library hosted a 4-part series "Do Black Lives Matter?". Library administration participated in a multi week class on fostering an anti-racist library culture and collection. The Village Board approves TID 1 extension for purposes of affordable housing. Shorewood Police Department creates a work plan from police organization study findings. The Public Safety Committee adopts the work plan. EDI workgroup anticipated to generate recommendations for next steps in 2022. Tr. Warren requests the welcoming ordinance be listed as an item for future consideration to re-engage pursuit of this action. Members of Village Board and staff participate in the Shorewood School District sponsored ICS equity ally training. County Executive Crowley launches a new strategy team for Building Diverse and Inclusive Communities through the Intergovernmental Cooperation Council. Shorewood joins that team. The Shorewood Police Department participated in scenario based de-escalation training and Alzheimer's first responder training.

Agenda Item Discussion – *Please provide a summary of the agenda item along with bullet points highlighting the main items and key issues to be discussed.*

The timeline presented is offered for context and accompanied by a commitment to facilitate learning, increase fluency, and acknowledge resistance around the systemic nature of race and class in the formation of local municipalities, and the historically generated disparities we have inherited. Each effort is a reminder that advancing equity, diversity and inclusion can only be accomplished through an intentional team approach that reflects an “umbrella” of EDI initiatives across the organization and community. There are also several community groups, including Shorewood Solidarity Network and Shorewood Moving Forward, that offer opportunity for collaboration. We will never be done and this needs to be integrated into everything we do.

Our Village team is working on equity, diversity and inclusion in several areas (CDA, EDI workgroup, HRC, Public Safety Committee to name a few). Moving forward we will have a standing item listed under Special Order of Business the second meeting of each month to hear updates on the work being accomplished with our Village team. These reports will offer a planful way for information sharing, feedback, and accountability in a public forum. They can serve as an entry point and connection to different areas of engagement for all stakeholders. They will not replace other vehicles for the work across our community- simply add a Village Board component in the overall team approach.

Once scheduled, staff will ensure that stakeholders and partners have the information of how to participate by submitting materials, collaborating, presenting, and, as always, offering feedback and recommendations, etc. This standing agenda item will also assist in coordinating requests to address interests and concerns related to equity, diversity and inclusion by referring them to the best committee for review and consideration.

As with every new thing, the effectiveness of this standing agenda item will reflect suggestions and feedback to create an ongoing process of improvement. I look forward to hearing your questions and ideas.

Community and Business Outreach – *If applicable, did you notify the community groups and businesses that are directly impacted by this agenda item. Please specify in the attached communication plan how community groups and businesses will be informed of action after Village Board consideration.*

Yes No

If Yes, identify how and what community groups and businesses were notified.

Action Required / Recommended – *Please include the recommended motion or possible actions for this agenda item.*

This is for informational purposes only; although I am asking that the first EDI update report be scheduled for June 21 ,2021 and focus on the Shorewood Police Department/Public Safety work plan that was developed from the study findings.

Attachments – *Please list the following attachments and supporting documents for this agenda item. Some attachments may be hyperlinked. Include Fiscal notes, if applicable, as the first attachment following this memorandum. Attachments may include: agreements/contracts, presentation materials, letters, service proposals, etc.*

1. Resolution for Justice & Dignity
2. 2020 Approved Initiative for Unlearning Racism
3. 2020 - 2021 Agreement with Sam Coleman
4. [Milwaukee County Racial Equity Resolution](#)
5. [Shorewood School District Strategic Plan for Equity](#)
6. [Shorewood School District ICS Training - 2021](#)

RESOLUTION 2017-08

RESOLUTION FOR JUSTICE AND DIGNITY

WHEREAS the Village of Shorewood prides itself on being a progressive community: These values are evident in its high-quality schools, thriving businesses, engaged community, and a population that is increasingly reflective of the diversity of our nation. The following document sets forth articles that are intended to serve as a guide for the Village of Shorewood, to help honor our commitment to all residents, and to provide a concrete vision to promote the principle of universal respect for the dignity of all citizens and noncitizens alike. By following these guidelines, the Village of Shorewood ensures that it shall consistently embrace people of any race, religion, national origin, ethnicity, immigration status, sexual orientation, sexual or gender identity, or disability;

WHEREAS the fundamental respect for human rights exists independent of political party or country, and cannot be swayed or compromised by shifting political trends, nor weakened or rescinded under duress or threat, or by request or demand. As human rights, they are inalienable and serve as an aspirational model for governments at the national, state, and local levels;

WHEREAS, by adopting these principles and promoting their integration into the governance of the Village of Shorewood, we collectively ensure our continued growth and fulfill our promise as a community, to affirm and support these universal human rights. This declaration reaffirms the Village of Shorewood's and its residents' commitment to stand tall and proud with those who are vilified and persecuted, to practice moral justice, embrace the dignity of others, and to resist the temptation to bend to demagogical impulses that violate international norms of decency, respect, and humanity;

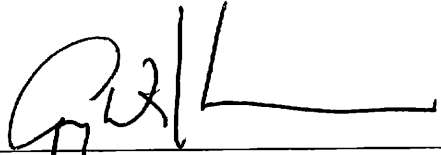
WHEREAS in accordance with the principles of the Declaration of Human Rights, as put forth by the United Nations on December 10, 1948, the articles included in this document and created for the Village of Shorewood shall serve as a "foundation for a just and decent future for all" and in doing so, give "people everywhere a powerful tool in the fight against oppression, impunity and affronts to human dignity;"

WHEREAS such rights are also grounded in the U.S. Constitution, with particular reference to the First, Fourth, Fifth, Sixth, and Fourteenth Amendments, the articles in this document affirm that the Village of Shorewood commits to the respect and defense of these rights of the people;

- 1) **NOW THEREFORE BE IT RESOLVED** that the Village of Shorewood does not and will not adopt nor enforce any policy that allows for unlawful discrimination or denial of services or benefits to individuals on the basis of their race, religion, national origin, ethnicity, immigration status, sexual orientation, sexual or gender identity, or disability
- 2) **BE IT FURTHER RESOLVED** that every person has the right to peaceably assemble, associate, protest, and state or promote any conviction, cause, or creed without fear of arrest, harassment, or intimidation, and that this right will be honored by those tasked with serving the citizens and protecting their right to do so.

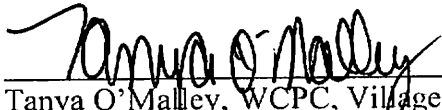
- 3) **BE IT FURTHER RESOLVED** that the Village does not and will not adopt nor condone real estate practices that knowingly or unlawfully discriminate against individuals on the basis of their race, religion, national origin, ethnicity, immigration status, sexual orientation, sexual or gender identity, or disability and will continue to enforce Chapter 283 entitled "Fair Housing" of the Municipal Code.
- 4) **BE IT FURTHER RESOLVED** that the Village of Shorewood will continue to ensure that policing of the community will not unfairly or disproportionately target, profile or discriminate against individuals on the basis of their race, religion, national origin, ethnicity, sexual orientation, sexual or gender identity. Policing will be undertaken with a commitment to equal enforcement of the law and equal service to the public, and with the recognition of the dignity of all persons, regardless of their immigration status. To encourage crime reporting and cooperation in the investigation of criminal activity, all individuals, regardless of their immigration status, must feel secure that contacting or being addressed by members of law enforcement will not automatically lead to immigration inquiry and/or deportation. While it may be necessary to determine the identity of a victim or witness, village officials shall treat all individuals equally and without regard to race, religion, national origin, ethnicity, sexual orientation, sexual or gender identity, or disability.
- 5) **BE IT FURTHER RESOLVED** that the Village of Shorewood will take appropriate action in accordance with state statutes or applicable Village ordinances, against any act of violence, vandalism, or harassment against individuals on the basis of their race, religion, national origin, ethnicity, immigration status, sexual orientation, sexual or gender identity, or disability.
- 6) **BE IT FURTHER RESOLVED** that the Village of Shorewood will take appropriate action to investigate or cause to be investigated complaints that any businesses, institutions or other entities knowingly or unlawfully discriminated or denied services to individuals on the basis of their race, religion, national origin, ethnicity, immigration status, sexual orientation, sexual or gender identity, or disability.
- 7) **BE IT FURTHER RESOLVED** that the Village of Shorewood and its elected and non-elected officials shall fulfill and comply with their legal duties under applicable Immigration and Customs Enforcement law, but shall not carry out the work of, Immigration and Customs Enforcement or Customs and Border Patrol as the primary agencies for immigration enforcement.

PASSED AND ADOPTED by the Shorewood Village Board, Milwaukee County, Wisconsin this 10th day of July, 2017.



Guy Johnson, Village President

Countersigned:



Tanya O'Malley, WCPC, Village Clerk



VILLAGE OF SHOREWOOD

REPORTS AND PRESENTATIONS TO VILLAGE BOARD

Agenda Item: Update on EDI Committee progress and consider next steps.

Date: July 6, 2021

Presenter: Rebecca Ewald, Village Manager

Department: Village Manager's Office

History – *Please include a timeline of historical relevant events related to this agenda item. This may include previous Village Board action, policies, planning documents, etc. If able, hyperlink to previous agenda packets (include page number) to reference information. If there is no relevant history, N/A should be entered in this space.*

1. [July 15, 2019](#) - Village Board approved Education on Unlearning Racism Initiative and Welcoming Ordinance and allocated \$6,500 for these activities in the 2020 budget. It was agreed that the education component must occur first prior to beginning work on an ordinance.
2. Fall/Winter - Village Manager and Ast. Village Manager attend YWCA Unlearning Racism class. At the last class in December staff presented this initiative to the class and received feedback from the instructors and the class. This was particularly helpful because it confirmed our direction and process for starting the work within the Village organization. Finding someone to lead our internal efforts has been a struggle due to limited funds and scarcity of professionals to take on this type of project. During the class review both instructors and class members recommended that the Village partner with Sam Coleman to further synergize on the work that he was starting in his first year with the school district. The School District's strategic planning process concluded in March 2020, then COVID-19 happened. After recalibrating from new COVID-19 initial impacts, the Village reached out to Sam Coleman to assess interest in leading the EDI Committee.
3. [June 1, 2020](#) – the initiative was updated to reflect the recommendations following the Village Manager and Ast. Village Manager's participation in the YWCA Unlearning Racism class and again supported by the Village Board in their recent prioritization meeting, [see page 6](#) of the meeting packet. Here is the link to the updated [Initiative - Education on Diversity and Inclusion](#) that was discussed. In the initiative you will see the reference to a service agreement with Sam Coleman.
4. [June 10, 2020](#) – the Village Board approved \$15,000 in the 2021 budget for education on diversity and inclusion. A portion of these funds would be utilized to fund the service agreement with Sam Coleman. The remaining would be allocated for additional training and educational opportunities as identified by the EDI Committee.
5. [July 6, 2020](#) – the Village Board approved a 12-month service agreement (September 2020 – September 2021) with Mr. Sam Coleman for leading the Equity, Diversity and Inclusion Committee. The initiative was designed to provide educational awareness and common terminology related to subjects of equity, diversity and inclusion and provide recommendation on our organizations next steps for this work. The EDI committee comprised of all management team staff (Village Manager, Ast. Village Manager, Police Chief, Interim Deputy Police Chief, Public Works Director, Ast. Public Works Director, Planning & Development Director, Finance Director, Clerk, Deputy Clerk, Library Director, Ast. Library Director, Senior Resource Center Coordinator), HRC Chair Parker and HRC Member Van Hoorn, and Trustees Ircink and Stokebrand.
6. Due to unanticipated, continued impact of COVID on the Shorewood School District operations and recent resignation of the School District Superintendent, duties have shifted and Mr.

Coleman no longer has the capacity to conclude work with the EDI Committee. Mr. Coleman has provided the attached outline of our work completed and recommendations for next steps so the Village can prepare for the 2022 budget to continue our EDI work.

Agenda Item Discussion – *Please provide a summary of the agenda item along with bullet points highlighting the main items and key issues to be discussed.*

Services associated with this agreement total \$9,000 with up to \$1,000 for supplies, materials and equipment required. In 2020 services were \$2,250 and 2021 \$2,050, a total of \$4,700. A total of 15,500 was allocated in the 2021 budget for EDI professional education (#100-1100-51900). The balance of contract funds and additional training dollars (\$14,450) would be made available to employees or committee/board members who would like to participate in the YWCA Unlearning Racism Class offered this fall. The class is \$500 and there are funds available for 28 participants. YWCA is in process of establishing the fall schedule. More information will be forthcoming as information is available. Pending on the number of participants, any fund balance will be utilized in an employee, board, committee wide training opportunity prior to the end of the year.

Based upon the recommendations provided, staff would begin working on an RFP for strategic planning services and budget request for this item in 2022.

Community and Business Outreach – *If applicable, did you notify the community groups and businesses that are directly impacted by this agenda item. Please specify in attached communication plan how community groups and businesses will be informed of action after Village Board consideration.*

Yes No

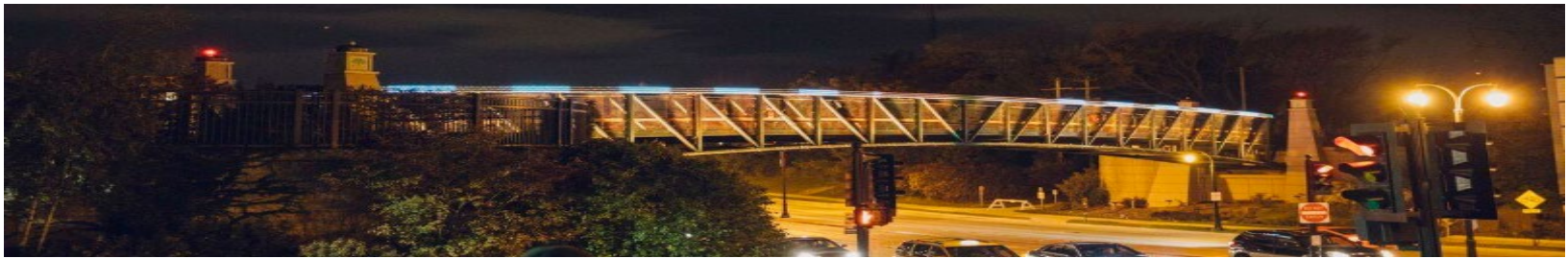
If Yes, identify how and what community groups and businesses were notified.

Action Required / Recommended – *Please include the recommended motion or possible actions for this agenda item.*

Recommended motion, *“I move to prepare an RFP for strategic planning services and 2022 budget proposal for this service; in addition, reallocated remaining funding for participation in the Unlearning Racism class and other EDI training with remaining 2021 funds.”*

Attachments – *Please list the following attachments and supporting documents for this agenda item. Some attachments may be hyperlinked. Include Fiscal notes, if applicable, as the first attachment following this memorandum. Attachments may include: agreements/contracts, presentation materials, letters, service proposals, etc.*

1. Wrap up Report – Building Capacity for Equity, Diversity and Inclusion in Shorewood



Advancing **Equity**, Diversity, and Inclusion in Shorewood

Proposal RE: Building Capacity for Equity, Diversity and Inclusion

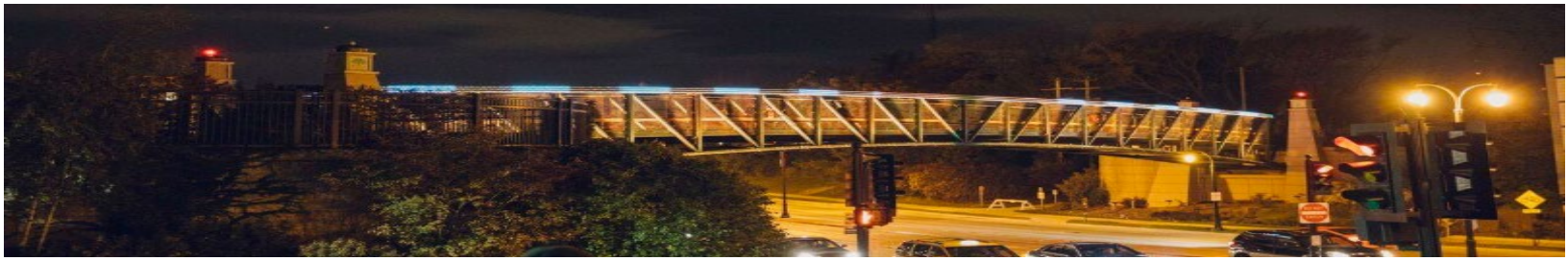
Background and Purpose: The village of Shorewood boasts a stellar reputation for public services rendered by its departments such as the Public Library, Public Works Department, Police Department, Fire Department, Senior Resources Center and the North Shore Health Department. Additionally, the award-winning and nationally recognized school district as well as its beautiful parks, and thriving restaurants, bars, and businesses make the village of Shorewood a destination community for individuals and families from diverse backgrounds to enjoy desirable conditions and quality of life.

It must also be acknowledged that the legacy of the village of Shorewood includes a well-documented history of racial exclusion and segregation. Land and housing covenants restricted the sale and occupancy of homes to Black people. The consequences of white flight, Black exclusion, and subsequent lack of racial diversity resulted in the village establishing its ordinances, policies, and implied community values and norms without racial and ethnic diversity in mind. Consequently, as Shorewood has become increasingly diverse over the last several decades, insufficient prioritization of equity, diversity and inclusion has produced clear inequities in the ways many people from diverse backgrounds and identities experience life in the village of Shorewood. As a village, we are at a critical moment where we must ask ourselves, how much racism, oppression of any kind, inequity, and exclusion are we willing to tolerate. If the answer is “none”, then we must be willing to do the work now and over time to uplift the diversity of our village while simultaneously working to eradicate inequities.

To address the realities of pervasive racism, oppression and inequities that are still being produced by and within systems that make up the village of Shorewood, a comprehensive, multi-pronged, and researched-informed framework must be prioritized and implemented; this time with race, gender, national origin, ability, age, sexual identity, religion, and language in mind. As a result, we will uplift the diversity of our village and eradicate the inequities that have persisted over decades.

Summary of services to be rendered:

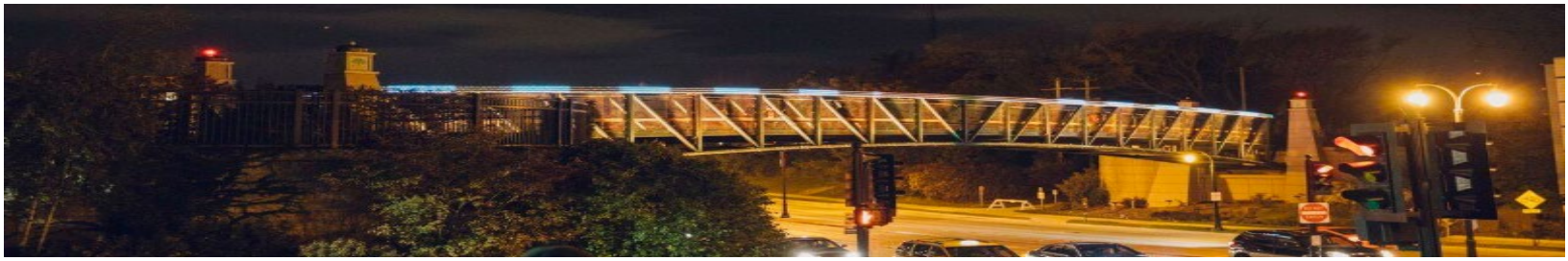
Training will be rendered through a series of learning modules designed to build the personal and professional capacity of Village leadership to lead the implementation of strategies that address equity, diversity and inclusion.



Advancing Equity, Diversity, and Inclusion in Shorewood

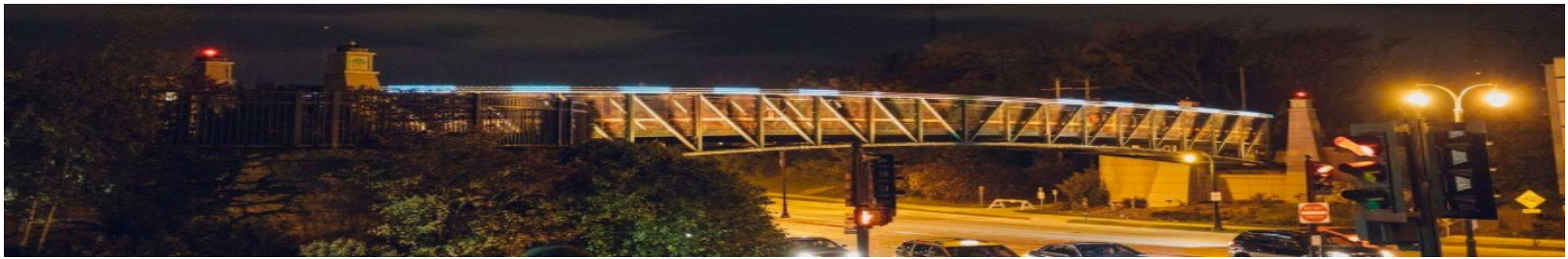
The following actions were agreed to upon execution of the contract between the Village of Shorewood and the Service Provider:

- a. Render EDI training for personal and professional development, focus group facilitation, and project management and evaluation.
- b. Present research and collectively analyze the history of systemic marginalization in Shorewood and the United States. The Service Provider will provide professional development to EDI Committee with specific focus on equitable practices in municipal contexts, an overview and assessment of implicit bias, stereotypes, and assumptions based on individual and group identity.
- c. Conduct an audit to identify inequities in proportional representation within Village departments, boards, committees, and commissions. The Service Provider will facilitate the development of a root-cause analysis to determine the origin of inequities. The Service Provider will facilitate a process by which the participants will identify implications for emergent themes from municipal equity audit and root cause analysis. It is estimated for this phase to last 3 months until the EDI Committee observes the information gathered through an equity lens.
- d. Develop recommendations and goals to address inequities identified in the municipal equity audit. The Service Provider with assistance from the EDI Committee will also align priorities of the legislative agenda(s), Village goals, department mission statements, core values and committee functions with equity, diversity, and inclusion priorities.
- e. Share finalized recommendations, goals, and next steps with the Human Relations Commission and the Village Board in a published report once it is finalized with the EDI Committee.
- f. Setup next steps for the Village to perform ongoing work to accelerate and sustain progress.
- g. Submit an invoice for the above-mentioned payment schedule (section 1b) at least thirty days prior to the payment deadlines. Invoice must document activities performed in the previous month.



Advancing **Equity**, Diversity, and Inclusion in Shorewood

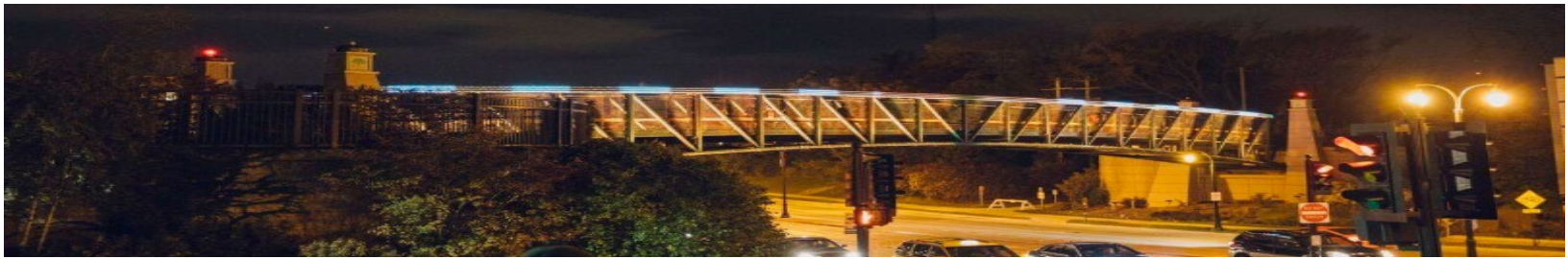
- h. Meet with the Village Manager's Office monthly to track and reflect on progress. Meetings will allow the opportunity for Service Provider and Village Manager's Office to ask questions and brainstorm next steps related to the EDI Committee and performing scope of services.
- i. Inform the Village of all materials, equipment and supplies necessary to perform or provide the services described. The Village Manager's Office must authorize all materials, equipment and supplies requested by the Service Provider.
- j. Perform the services described in accordance with the standards of care, skill, and judgment which may be expected of a professional who performs similar work.



Advancing Equity, Diversity, and Inclusion in Shorewood

Proposed Description of Modules - inputs and anticipated results:

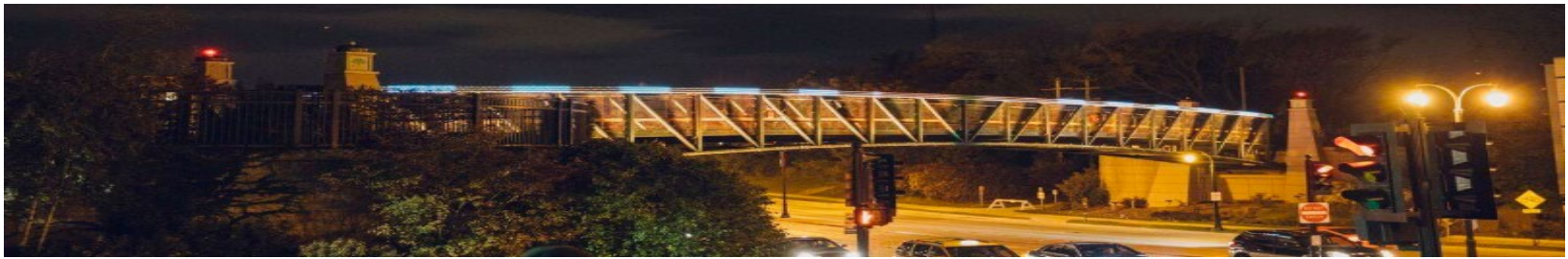
Project Components		
	Inputs	Results
Phase 1 Build capacity	<ul style="list-style-type: none"> - The service provider will present research and collectively analyze the history of systemic marginalization in Shorewood and the United States - The service provider will provide professional development with specific focus on equitable practices in municipal contexts, an overview and assessment of implicit bias, stereotypes, and assumptions based on individual and group identity. 	<ul style="list-style-type: none"> - Village department leaders and employees will have increased and comprehensive knowledge of the causes and effects of inequities - Village department leaders and employees will have increased confidence and competence implementing equitable practices in municipal contexts based on research and critically-oriented theory - Village department leaders and employees will investigate their implicit biases and the ways implicit bias, stereotypes, and assumptions, if not addressed, uphold oppression and marginalization
Phase 2 Explore approaches to analyze data and trends	<ul style="list-style-type: none"> - The service provider will introduce inventory audit tools to identify inequities in proportional representation within Village departments and boards - The service provider will facilitate a process by which the participants will identify implications for emergent themes from municipal equity audit and inventory analysis 	<ul style="list-style-type: none"> - Village leaders and employees will understand the results produced by and within systems, policies, traditions, and departments that maintain or eradicate inequities - Village leaders and employees will leverage their understanding of data through an equity lens to inform and transform their daily practices, attitudes, and considerations



Advancing Equity, Diversity, and Inclusion in Shorewood

<p>Phase 3 Research Strategic Planning Models</p>	<p>The service provider will introduce strategic planning models that have been successfully implemented in other municipalities. This module will include details on ways to:</p> <ul style="list-style-type: none"> - Develop recommendations and goals to address inequities through a multi-year process - Align priorities of the legislative agenda(s), village goals, department mission statements, core values and committee functions with equity, diversity, and inclusion priorities 	<ul style="list-style-type: none"> - Workgroup members will identify ways their work can be deliberately leveraged within a multi-year strategic plan to address systemic marginalization and silencing of members in the community based on their identity - Workgroup members will review and discuss sample legislative priorities, department mission statements, and governmental resolutions/proclamations leveraged to address inequities
<p>Recommended Next steps/ongoing work to accelerate and sustain progress: Implement strategic plan, monitor and analyze results, public accountability</p>	<ul style="list-style-type: none"> - Specify equity, diversity, and inclusion measurements in department evaluations - Include equity, diversity, and inclusion training in the onboarding and subsequent mandatory trainings village employees are required to attend - Include an assessment of the implementation and subsequent results of equity, diversity, and inclusion strategies and objectives in an annual report 	<ul style="list-style-type: none"> - A monitoring tool and protocol will be facilitated to track and measure progress toward goals - All village leaders and employees will receive training (supported by expectations, ongoing development opportunities and substantive accountability) designed to prioritize and norm the use of equitable practices across all departments - Policy will guide practices that strategically work toward and ultimately achieves proportional representation of diversity within department leadership, committees, and boards

Participants: Village board members, village department leaders, village manager and administrative staff, committee members and commissioners whose work is aimed to address equity, justice, and human rights topics.



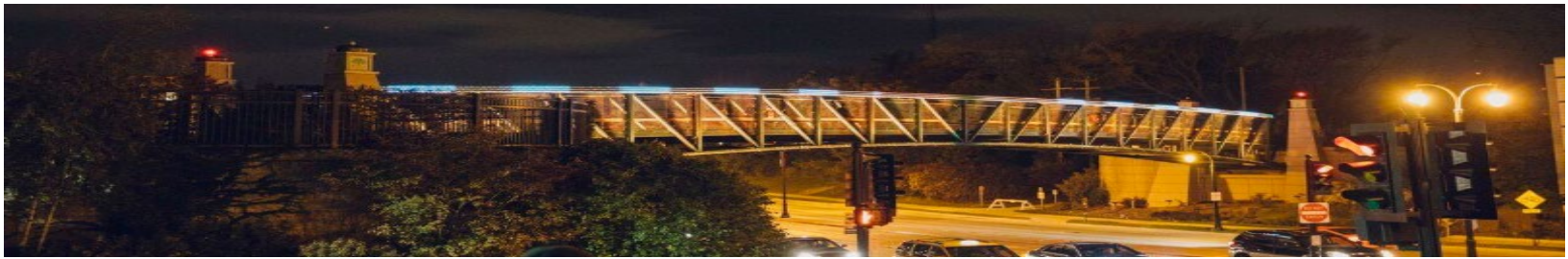
Advancing Equity, Diversity, and Inclusion in Shorewood

Building Collective Capacity to Support and Prioritize EDI Work

The implementation of EDI work toward goals to eliminate inequities requires shared ownership of EDI priorities across departments and within Village Leadership (management and Board). To effectively engage in work that addresses equity, diversity and inclusion, it is critical that members within Village departments have the capacity to understand, lead, and monitor EDI strategies.

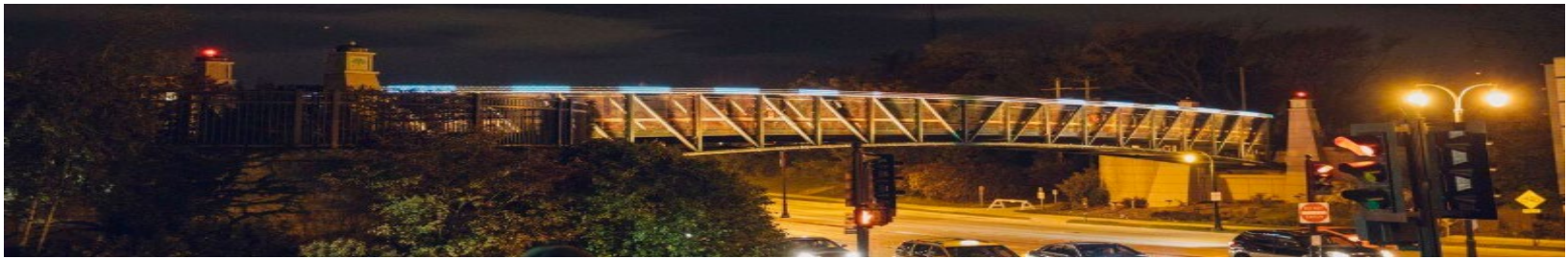
An EDI workgroup was formed to foster opportunities to build the capacity of Village department leaders. The EDI workgroup met once each month, beginning in September and concluding in May, for approximately one hour to engage in learning around EDI topics and background. A summary of the monthly secession topics are listed below.

	Targeted objectives/topics	Completed objectives/topics
September	<ol style="list-style-type: none"> 1. Frame our equity work as a “marathon” and not an “initiative” to begin with ourselves by examining our our biases and identity 2. Frame this work as a way to improve our capacity to lead for equity at home, in the community, and at work 	<ol style="list-style-type: none"> 1. Discussed norms for our equity work and the importance of building our individual and collective capacity over time to carry out deliberate practices that support our own development and awareness of the causes and results of inequities
October	<ol style="list-style-type: none"> 1. Present and discuss the history of marginalization and racial inequity 2. Identify systems and policies that have created inequities and implicating ourselves in work to address and disrupt inequities that have persisted over time 	<ol style="list-style-type: none"> 1. Completed the ilmplicit bias assessment (2) 2. We discussed developing a lens for equity, language for equity, and leading for equity during a time when inequities have become so normalized and have taken a more subtle shape compared to just a couple of generations ago. 3. We discussed a brief history of who has traditionally carried the weight for equity work and the importance



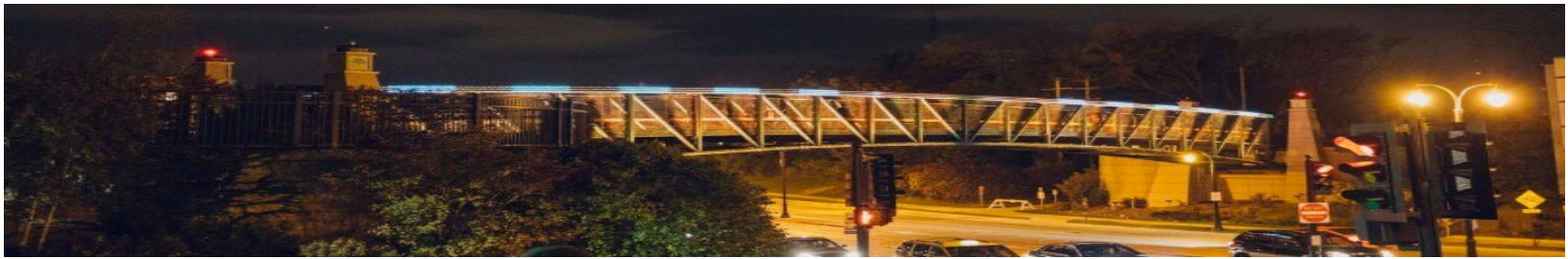
Advancing **Equity**, Diversity, and Inclusion in Shorewood

		of people in positions of privilege using their privilege and platforms to take more active roles in the work for equity and justice.
November	<ol style="list-style-type: none"> 1. Introduce the connections between inequities in a historical context and their implications on current norms, beliefs, and patterns. (housing covenants) 2. Discuss the role village policies, strategic plans, budgets, and public reports can be used to support work toward equity goals 	<ol style="list-style-type: none"> 1. Discussed historical marginalization and the ways old forms of oppression have taken “new” form 2. Discussed examples of prioritizing and operationalizing EDI objectives in budgets, training protocols, and annual reports 3. Completed and discussed the Equity Identity Inventory protocol
December	<ol style="list-style-type: none"> 1. Discuss examples about policies and how they can be deliberately leveraged to prioritize/consider equity, diversity, and inclusion 2. Explore the benefits and strategies for achieving and sustaining proportional representation 	<ol style="list-style-type: none"> 1. Framed policies as a tangible way to address inequities 2. Discussed proportional representation as an EDI goal to strive toward 3. Completed EDI work/department analysis tool
January	Recalibration of our work and framing our work as a strategy to build our individual and collective capacity for disrupting inequities at the institutional, individual, and systemic levels	Discussed the pervasiveness of oppression and marginalization at various levels (individual, institutional, systemic) and the necessary commitment for EDI work to be individual, institutional, and systemic
February	<ol style="list-style-type: none"> 1. Discuss examples of leading by example and “striking the right tone” of an unwavering commitment to EDI objectives 2. Discuss the impacts of collecting and reporting data broken down by identity (race, gender, socioeconomic status etc.) and presenting progress toward EDI goals in public forums/communications 	Discussed the gaps that often exist between what organizations and municipalities say about their EDI goals/strategies and the results their systems, departments, policies, strategies actually produce



Advancing Equity, Diversity, and Inclusion in Shorewood

<p>March</p>	<ol style="list-style-type: none"> 1. Present and discuss municipal resolutions and declarations and their utility for grounding ongoing work toward EDI goals across municipal departments 2. Present approaches for locating municipal equity objectives, efforts, and progress on municipal webpages 	<ol style="list-style-type: none"> 1. Discussed municipal resolutions and declarations and their utility for grounding ongoing work toward EDI goals across municipal departments 2. Discussed examples of locating municipal equity objectives, efforts, and progress on municipal webpage
<p>April</p>	<ol style="list-style-type: none"> 1. Commit to policy and systems change 2. Review processes for creating a strategic plan to make progress toward equity goals 	<ol style="list-style-type: none"> 1. Conceptually framing our equity strategies in ways that are operational (policies and systems) 2. Review processes for creating a strategic plan to make progress toward equity goals
<p>May</p>	<ol style="list-style-type: none"> 1. Analyze and discuss strategic plans/logic models for addressing inequities in municipal settings 	<ol style="list-style-type: none"> 1. Reviewed and discussed the Milwaukee County Equity plan to identify opportunities for alignment 2. Reviewed and discussed the Cook County Equity plan to identify effective strategies

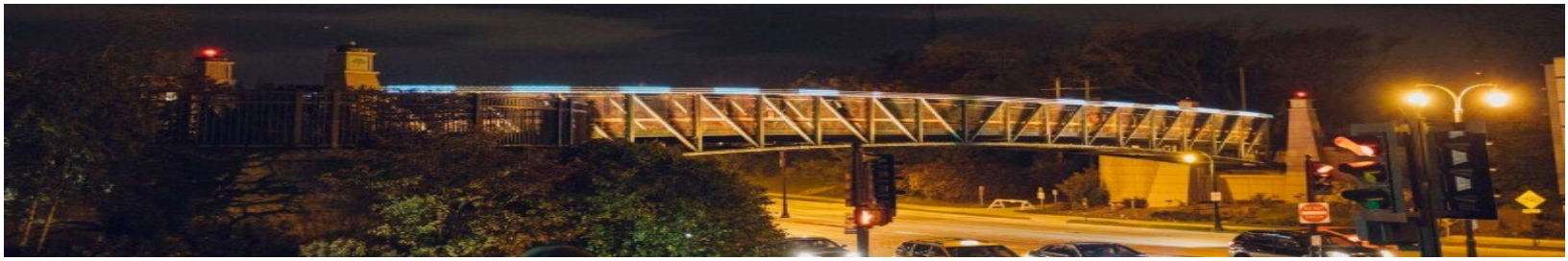


Advancing Equity, Diversity, and Inclusion in Shorewood

Recommendations for Future EDI Work

Recommendations for ongoing and future EDI work were informed by 1:1 meetings between the service provider and EDI workgroup members, feedback submitted by workgroup members following scheduled EDI module sessions, and discussion, reflections, and other input shared by EDI workgroup members during scheduled EDI module sessions.

1. It is recommended that specific opportunities to build relationships and foster trust are prioritized by the Village Board and department leaders to support cohesion and the implementation of EDI directives.
2. To ensure that EDI work is collectively owned by all members of the Village Board, it is recommended that Village Board members identify and participate in ongoing training that builds the awareness of and capacity to lead and support equity, diversity, and inclusion strategies within municipal contexts.
3. It is recommended that the Village enters into an agreement with an organization or consulting firm that specializes in municipal and governmental strategic planning to collaboratively develop a 5 year plan to address inequities within the Village.
 - 3a.** It is recommended that strategies for equity, diversity and inclusion are led and operationalized within and across village departments by department leadership. These strategies and actions toward EDI goals should be discussed and reviewed by department leaders on a monthly basis.
 - 3b.** It is recommended that an Equity Audit is conducted as a part of the 5 year strategic planning work and is reviewed annually to identify goals and subsequent progress toward diversity and proportional representation of employees within Village Departments.



Advancing **Equity**, Diversity, and Inclusion in Shorewood

- 3c.** It is recommended that all Village employees, volunteers and trustees are given an opportunity on an annual basis to participate in a confidential workplace climate survey. This survey should specifically solicit responses pertaining to employees' and volunteers' sense of belonging, inclusion within the workplace, and the perceived impact of strategies implemented to address equity, diversity and inclusion.

4. It is recommended that all new hire and onboarding orientations include at least one learning module on equity, diversity, and inclusion. This orientation opportunity should also be offered to all newly elected Trustees, committee members, and volunteers.

Village of Shorewood, WI
Tuesday, September 7, 2021

Chapter 26. Human Relations Commission

[HISTORY: Adopted by the Village Board of the Village of Shorewood 11-6-2017 by Ord. No. 2087^[1]; amended in its entirety 9-16-2019 by Ord. No. 3005. Subsequent amendments noted where applicable.]

GENERAL REFERENCES

Fair housing — See Ch. **283**.

[1] *Editor's Note: This ordinance also repealed former Ch. 26, Community Relations Council, adopted as Ch. 11, Art. 9, of the 1986 Code.*

§ 26-1. Creation; purpose and function.

- A. The Village of Shorewood hereby elects to create the Shorewood Human Relations Commission.
- B. The purpose and function of the Commission shall be the following:
 - (1) Advocate for the rights and values of our community through the protection of human and civil rights.
 - (2) Listening to community member's(s') grievances and complaints relating to discrimination, harassment, vandalism involving a hate crime, and intimidation based on race, religion, national origin, ethnicity, immigration status, sexual orientation, sexual or gender identity or a physical or mental disability so that additional resources and outside agencies can be referred to the community member(s).
 - (3) Use various outreach tools to facilitate and increase resources to community members and businesses with concerns relating to race, religion, national origin, ethnicity, immigration status, sexual orientation, sexual or gender identity or a physical or mental disability.
 - (4) Create an annual report to identify and analyze trends and community concerns brought to the Commission. Present the report to the Village Board for determining Board and/or police action.
 - (5) Provide, coordinate and support educational resources and events, including those of community partners, to strengthen relationships as well as reduce intergroup tensions by ensuring equality of treatment and opportunity to all who live, work, and gather in the Village of Shorewood.
 - (6) Assess and coordinate outreach efforts with public organizations and advocacy groups to educate and raise awareness of existing services to the groups identified in § **26-1B(2)**.
 - (7) Review internal public organizational processes, procedures, and facilities to determine and/or make recommendations to increase opportunities for the groups identified in § **26-1B(2)**.
 - (8) Coordinate and cooperate with municipal, county, state, federal and other agencies or organizations in order to promote dialogue and understanding for better human relations.
 - (9) Report to Shorewood Village Police Commission, on an as-needed basis.

- (10) Provide resources to community members that have concerns related to discrimination in hiring, customer treatment, and business practices of businesses operating in the Village of Shorewood. This includes working with the Shorewood Business Improvement District to address any concerns related to businesses in our community.

§ 26-2. Membership; terms of office.

- A. The Commission shall consist of nine members appointed by the Village Board. The two student members must either be Shorewood residents or attend a school in Shorewood. The Judiciary, Personnel and Licensing Committee of the Village Board shall be responsible for screening applications, recommending members and recommending the removal of members, if necessary. The Village will be responsible for initiating the application process, managing the term expirations, and promoting Commission vacancies.
- B. Members must be Shorewood residents. At least five of the nine members are required to have some experience with the groups listed in § 26-1. Members should reasonably reflect the diversity in the Shorewood community.
- C. Ex officio nonvoting members shall consist of a School Board representative, Village Board representative to be appointed annually by the Village President, and a representative of the Shorewood Police Department selected by the Police Chief.
- D. Members shall serve a term of three years, provided that the initial Commission shall consist of three members appointed for a three-year term, two members appointed for a two-year term, and two members appointed for a one-year term. Upon expiration of these respective terms, all appointments thereafter shall be for a three-year term. Student members shall be appointed on one-year terms.

§ 26-3. Officers; quorum; compensation; meetings; rules of procedure.

The Commission shall elect every June from its membership a Chair and a Vice Chair. A majority of the Commission shall constitute a quorum. Members of the Commission shall receive no compensation. The Commission shall meet monthly and/or on an as-needed basis. The Commission's meetings shall be publicly noticed and openly accessible to the public. A staff liaison shall be assigned by the Village Manager to the Commission to take minutes and assemble necessary materials.

INFORMATION ABOUT THE 2020 VILLAGE PROPERTY TAX BILL FOR THE 2021 BUDGET



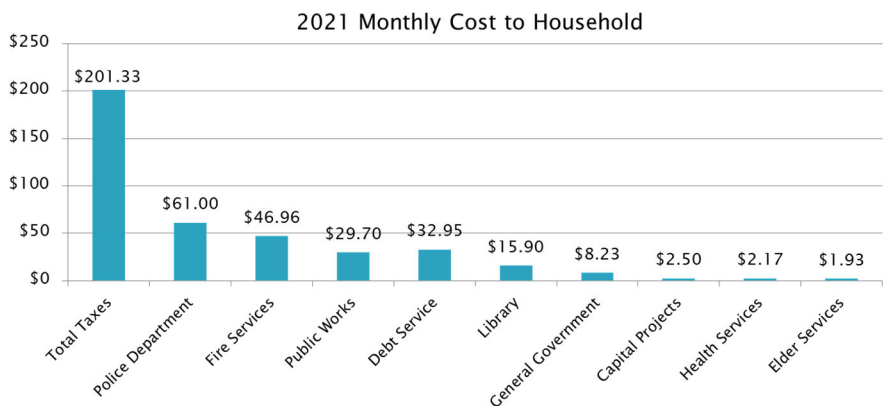
Where Does Your Dollar Go?

Residents often wonder how the property tax money is being allocated. It is important to remember that while the Village collects your tax payments, only 28% of taxes are used to fund Village services.

Of your tax bill, 72% of each \$1 of taxes paid goes towards:	28% goes towards Village services:
<ul style="list-style-type: none"> • Shorewood School District - 44% • Milwaukee County – 18% • Milwaukee Area Technical College - 4% • Milwaukee Metropolitan Sewerage District - 6% <p>Please direct questions on these levies to the appropriate taxing body.</p>	<ul style="list-style-type: none"> • Police Protection • Fire & Emergency Medical Services • Garbage & Recycling • Brush, Leaf & Yard Waste Collection • Street & Sidewalk Maintenance • Snow Removal & Salting • Library Services • Forestry, Parks & Beach • Senior Resource Center • Zoning, Land Use & Planning • Municipal Court Operations • Economic Development

2021 Budget

The 2021 budget, as guided by the long range financial and vision plans, allows the Village to continue providing the high quality services that our residents expect while adhering to long-range strategic plans. This chart shows a comparative representation of the tax levy cost of service, on a monthly basis, for each of the following service areas. The total monthly cost for all municipal services in this example is \$201.33 per \$320,000 assessed value household.





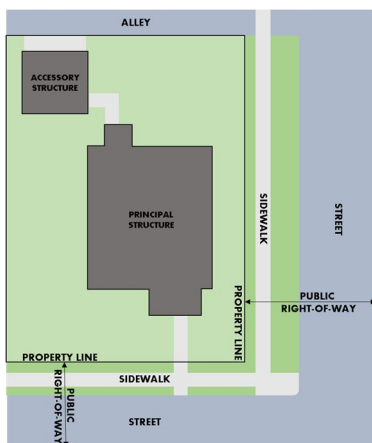
Pet License – If You Love Them, License Them!

2021 pet licenses are now available for purchase and are valid January 1 – December 31, 2021. The Village of Shorewood requires all dogs and cats, 5 months or older, to be licensed every year and to be current on their rabies vaccine.

Since Village Hall offices are closed to the public, you may purchase a new or renewal pet licenses by USPS mail or by dropping off a payment in the white mail box in the parking lot behind Village Hall, 3930 N. Murray Ave. Please be sure to include with your payment (check or money order): your contact information, pet's name and breed, verification of **current vaccination** and verification of **spay/neuter**, if applicable. Verification of rabies and spay/neuter in the form of paperwork from vet is required and **MUST** be included with your request.

- Pet licenses renewals are due by January 1, 2021. A \$6 late fee will apply starting April 1, 2021.
- The fee is \$12 for a neutered/spayed cat or dog.
- The fee is \$24 for an unneutered/unsprayed cat or dog.
- Remember, if you use the off-leash dog park at any Milwaukee County park, your pet is required to have a current license.

Planning & Development



Do You Know Where the Front of Your Property Starts?

All private property within the village is accessed via public right-of-way, which is dedicated to public use and is considered a form of easement. It typically contains both the street and sidewalk, as well as adjacent land that is often used for public utilities/infrastructure or required access for maintenance or construction purposes. For most Shorewood lots, the property line demarcating private property begins several feet behind the sidewalk edge toward the interior of the property.

Before you plan any sort of improvement within land that may actually be public right of way, including landscaping, you should know where your property actually begins! Be sure to contact the Planning & Development Department at pad@villageofshorewood.org or 414-847-2640 who can guide you through any necessary approvals.

Village Set to Finalize Comprehensive Plan Update in Early 2021

The Village's current Comprehensive Plan was adopted on January 18, 2011. Per State Statute 66.1001, municipalities must update their Comprehensive Plan every 10 years. In recognition of that requirement, the Village of Shorewood began the process of updating its Comprehensive Plan in 2020 with anticipated adoption in early 2021. Vandewalle & Associates has been contracted to assist this endeavor.



The Plan Commission is leading this vital effort. Their meetings are open to the public and participation is welcome. Comprehensive Plan documents may be found within the Planning & Development section of the Village website at www.villageofshorewood.org/Shorewood2040 and will be updated throughout the process. The following key themes have emerged thus far:

- Ensuring that redevelopment efforts meet community goals
- Promoting inclusivity, racial equity and diversity in Shorewood
- Balancing affordability with quality of life and service level expectations
- Updating aging public infrastructure and modernizing municipal technology

A virtual public open house will be hosted by the Plan Commission prior to their recommendation for adoption. The Village Board will consider adoption, upon conclusion of a public hearing, in the early months of 2021. We look forward to your participation and hearing your thoughts!



PARKING

CHANGES EFFECTIVE JANUARY 1, 2021

In order to assure adequate street maintenance, manage access and identify abandoned vehicles, the Village of Shorewood prohibits vehicles from being parked on the street, without a permit, between the hours of 3 a.m. and 5 a.m., except weekends and holidays. Understanding the need for residents to have options for overnight parking, at its October 19, 2020 Village Board meeting, Village Trustees approved the following changes to the overnight parking program **effective January 1, 2021**:

Parking Options

- Monthly overnight, off-street parking permits will be available for purchase, if spaces are available, to residents *and* visitors
- Monthly overnight, on-street parking permits will be available for purchase to residents and visitors (limit two per household/address)
- Residents and visitors are still allowed 20 free, overnight, on-street parking permits per licensed vehicle per calendar year. You must register your vehicle on-line at www.villageofshorewood.org/parking or call 414.847.2610.
- Landlords will no longer need to coordinate parking for their tenants.
- Landlords will be able to state with certainty that on-street parking is available to prospective tenants for up to two vehicles per household/address.
- Residents of multi-family units (apartment buildings) will be able to purchase overnight, on-street parking without the need to coordinate payment through their landlord.

Updated Fees

- Monthly fees for overnight, on-street *and* overnight, off-street (lots) parking will be reduced. The new fees will be:
 - \$40 per calendar month - on-street parking, (a \$10 savings)
 - \$30 per calendar month – non 24-hour, off-street (lot) parking, (a \$20 savings)
 - \$50 per calendar month – 24-hour off-street parking lots (4400 Oakland, Light Horse and River Park) (a \$25 savings)
- **Parking fees will not be pro-rated.**
- **Refunds on advance purchased permits upon request PRIOR to the start of the permit month only.**
- **By mid-December**, residents and visitors can purchase monthly *on-street* parking at www.villageofshorewood.org/parking at any time and current off-street parkers can renew off-street parking permits on-line at www.villageofshorewood.org/parking at next year's new rates. New off-street parkers must purchase their first permit through the Village of Shorewood before being eligible to renew on-line. Please contact the Clerk & Customer Service Department at 414.847.2601 or cto@villageofshorewood.org or cs@villageofshorewood.org . The deadline to renew off-street parking is still the 20th of the preceding month.

Enforcement

Along with the above-referenced modifications to available permit options and reduced prices, beginning January 1, 2021, the Village Police Department will begin enforcement of the "Alternate-Side, Night Parking" regulations, where applicable, as follows:

- **Between the hours of 3 a.m. to 5 a.m.**, vehicles with valid overnight permits or temporary overnight permissions **must be** legally parked on the even-addressed side of the street on even-numbered calendar days and parked on the odd-addressed side of the street on odd-numbered calendar days, where applicable. **(For example, if your vehicle will be on the street between 3 a.m. and 5 a.m. on an even numbered day, you must be parked on the even-numbered side of the street. If your vehicle will be on the street between 3 a.m. and 5 a.m. on odd numbered day, you must be parked on the odd-numbered side of the street.)**
- Alternate-side parking restrictions shall not apply to street sections with insufficient width or where parking is either permanently (No Parking on this Side of the Street) or seasonally (No Parking December 1 through February 28) only designated on one side of the street.
- On streets with posted winter regulations of December 1 through February 28, alternate-side, night parking **will only be** enforced from March 1 through November 30.
- On streets with year-round “No Parking on this Side of the Street” signs, alternate-side, night parking will not be required.

We are here to help. If you have any questions, please contact the Clerk and Customer Service Department at 414.847.2601 or email cto@villageofsh.orewood.org or cs@villageofshorewood.org

Parking Reminders

Daytime Parking: Annual daytime parking permissions (limit of two (2) per household/address) are available for \$10 per calendar year (January 1- December 31) for residents who live in a single family, duplex or triplex home in these specific areas:

- in the (RCA) area:
 - Bounded by N. Oakland Ave. on the west, N. Lake Dr. on the east, the north side of E. Edgewood Ave. on the south and south side of E. Capitol Dr. on the west
- in the (RDPPD) areas:
 - 4000 block of N. Downer Ave.
 - 4000 block of N. Prospect St.
- in the (Daytime Parking Districts)
 - West side of North Newhall St. from the south right-of-way line of East Kenmore Pl. to a point approximately 301-feet south thereof where parking is restricted to a one-hour limitation at certain times without a permit.
 - East side of North Newhall St. from the south right-of-way line of East Kenmore Pl. to a point approximately 423-feet south thereof, where parking is restricted to a one-hour limitation at certain times without a permit.
 - E. Elmdale Ct. between N. Oakland Ave. and N. Murray Ave.
 - E. Pinedale Ct. from N. Morris Ave. west to the end of the street
 - 3800 block of N. Newhall St.

Since Village Hall offices remain closed to the public, permissions may be purchased by sending a personal check, cashier’s check or money order:

- Via USPS mail to: Village Hall, Attn: Clerk & Customer Service Dept., 3930 N Murray Ave., Shorewood WI 53211
- Via the white drop box in the parking lot behind Village Hal (same as mailing address). Mail is retrieved from the white drop box on weekdays at 8 a.m., except holidays. Please include a copy of your **proof of residency**, as required. Please allow at least one to two business days for your transaction to be completed.