

Diversity Affairs Commission (DAC) - Steering Committee
Wednesday, March 9, 2022 • 5:00pm
Zoom Virtual Meeting

***Mission:** “Winnebago County’s Diversity Affairs Commission embraces diversity, inclusion, and belonging by bringing the community together to listen to one another, learn together, and encourage our community to act in ways that help people thrive. We support justice, equity and compassion in human relations. We affirm the inherent worth and dignity of every person.”*

Chairperson Garrett called the Steering Committee meeting of the Diversity Affairs Commission (DAC) to order at 5:02 PM on Zoom. Those in attendance and constituting a quorum were:

Present:, Mike Norton Winnebago County Board Supervisor District 20, Steve Binder Winnebago County Board Supervisor District 13, Lateria Garrett DAC Chairperson, Kathryn Noll-Arias, Sohrab Tyrone Akhavein, Jared Longsine (left meeting at 5:48pm)

Absent: None

Others Present: Mandi Dornfeld Extension Liaison, Sara Van Cuyk Intern Extension Winnebago County, Beth Roberts Winnebago County Dept of Human Services, Jody Bezio Administrative Associate Extension Winnebago County

MOTION by Norton: Move to approve the agenda for tonight’s meeting (March 9). Seconded by Binder. Motion carried without dissent.

MOTION by Longsine: Move to approve the minutes of the January 12, 2022, meeting and February 9, 2022 meeting. Seconded by Norton. Motion carried without dissent.

Next County Board Meeting: Supervisor Norton invites all steering committee members to attend the next county board meeting. Please email Norton by Monday, March 14th if you are planning on attending. If anyone has something they would like to share with the whole County Board, it is recommended that you prepare a short statement to share during the Public Comment/Open Forum at the beginning of the meeting. It is up to the County Board Chair to give permission for people not listed on the agenda to speak during specific agenda items, therefore Supervisor Norton and Supervisor Binder are the only people from the steering committee who will be guaranteed an opportunity to speak during the discussion of the DAC Bylaws/Strategic Plan discussion.

Public Comment: None

Business Agenda

Update on Steering Committee Membership Appointments

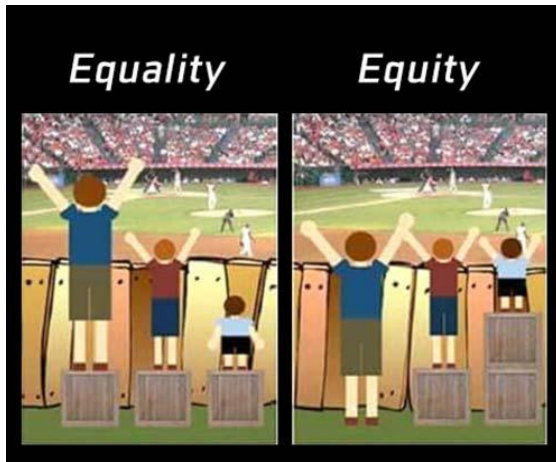
- Chairperson Garrett reported that there has been no new appointments, the Committee still has 1 open position.

Update on Bylaws (Dornfeld)

- Please watch past recordings of the the County Board meetings to listen to opinions/concerns that have been shared in relation to Diversity in general or the Commission specifically <http://oshkoshmedia.org/videos.aspx>
- Executive Summary of Educational Events:
 - Brief description of what the DAC has been doing and feedback on it.
 - Please use this information to help you talk about the work of DAC and the Strategic Plan.
- It is YOUR voices, not ours that will ultimately get the support needed for the Diversity Affairs Commission (at the County Board and in the community). Dornfeld/Roberts and their teams are here to support you in gathering information to help you speak on behalf of the Diversity Affairs Commission and it’s work.

What other information do you need from us?:

- Binder: there are one or more Supervisors who are concerned with using the word “EQUITY” in the mission statement and would like it to be changed to “EQUALITY.” Definitions of equity and equality were discussed by the group.
 - Noll-Arias: “Equity” is the standard word used for DEI (Diversity, Equity & Inclusion) work.
 - Akhavein: Equality = Sameness Equity = Fairness
 - Visuals were shared to illustrate the differences in the meanings of equity and equality (next pg):

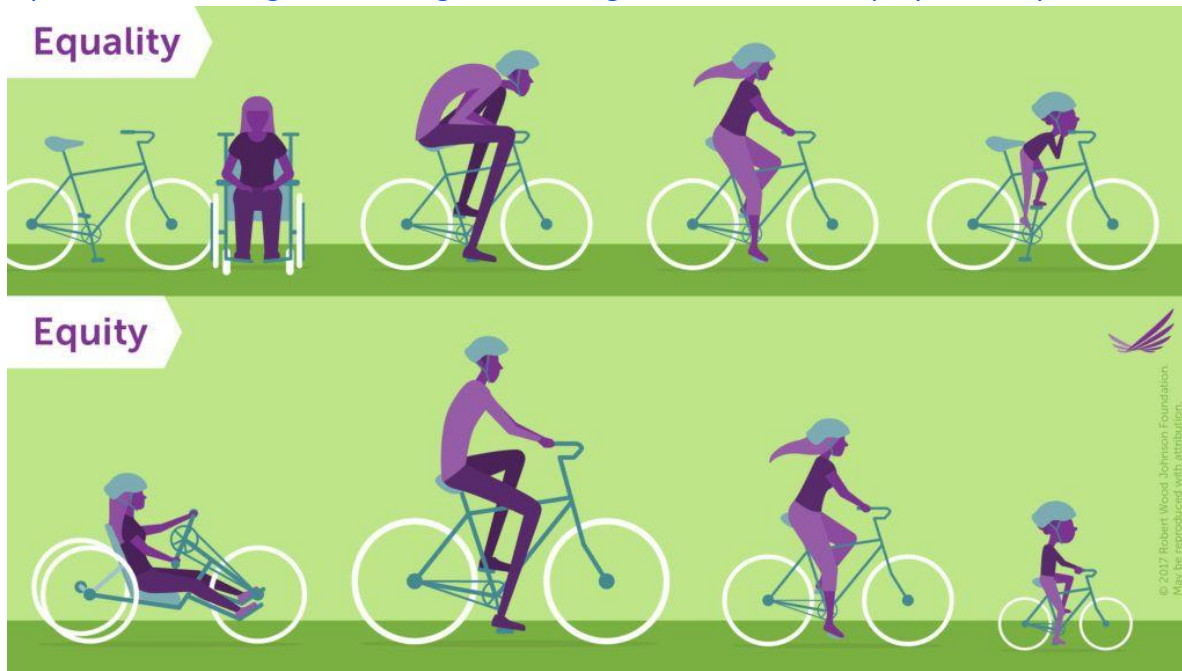


Equality: Everyone gets the same (equal) amount of boxes in order to see over the fence. With equal resources, some people still can't see over the fence, and people who could already see over the fence get resources they do not need. (Tall people get taller, short people are still too short to see over fence).

Equity: The goal is to make sure everyone can see over the fence. Each person is given the amount of boxes they need to be able to see over the fence (equitable distribution of resources). This means some people will get no boxes, while other people might get 2 boxes. But everyone can now see over the fence.

Health Equity - Biking Images

Source: <https://www.tides.org/accelerating-social-change/what-is-health-equity-and-why-does-it-matter/>



**Equality is giving everyone the same bike.
Equity is giving everyone a bike that fits.**

Update on Bylaws (continued)

- It is YOUR voices, not ours that will ultimately get the support needed for the Diversity Affairs Commission at the County Board and in the community. Dornfeld/Roberts and their teams are here to support you in gathering information to help you speak on behalf of the Diversity Affairs Commission and it's work.

What other information do you need from us (continued):

- Norton: At the last County Board meeting a highschool student gave an emotional speech about her personal experience with diversity and equity in our community/schools. Watch 2/22/2022 Board Meeting here (Student Speech starts at about 00:19:45): <https://youtu.be/WMMCK-9kCU0>
- Norton: Another concern brought forward by the Supervisors was that the mission statement sounded like it was the same mission statement from a liberal church in the community.
 - Garrett: I (and others of us) participated in the brainstorming and word-smithing sessions we did to create our mission statement, so I know we created it ourselves, it is not copied.

Proposed Change to Steering Committee Meeting Date/Time (Garrett)

Based on the availability sent by the steering committee members to Chair Garrett, she proposes that the time of the steering committee meeting be changed to: Third Tuesday of the month from 11:00am-12:30pm.

- **MOTION** by Noll-Arias to approve the proposal to change the date/time of the meeting. Seconded by Longsine. A roll-call vote was taken and the motion was carried without dissent.
- **ACTION:** The change in meeting date/time will begin with the April meeting. Meetings will continue to be remote.

Diversity Fair Event This Summer (Roberts)

- Roberts reported that she has not been able to reach anyone about whether or not someone is doing a diversity event this summer (Unity in the Community or something else)
 - During the meeting, Noll-Arias reached out to a committee member of the former Unity in the Community Event. Noll-Arias reports that NO planning is happening for the Unity in the Community event. Her contact suggests contacting the Oshkosh School District as she thinks they might be doing an event.
- Noll-Arias: If we are going to do this event, it should be something we do well. The Unity in the Community Event took a LOT of planning. Maybe if we want to do something like this we should be planning it for 2023, not this summer? So we can make sure to put on a quality event?
- Norton: Doesn't think it needs to be as big as Unity in the Community to start out. He would like to start with a very small event, 2-3 minority-owned businesses, 1-3 minority non-profits, some entertainers. He suggests doing something on a Saturday during the Oshkosh Farm Market - maybe using the Opera House Square?
 - Roberts: She agrees it might be helpful to tag onto an existing event like the Oshkosh Farmer's Market. Other suggestions include:
 - Verve sponsors the Free Tuesday Night Concerts
 - Neenah has free Wednesday Night Concerts
 - Noll-Arias: Future Neenah (chamber of commerce)'s Executive Director is from an immigrant background, so they might be a potential partner
 - Bezio: The Winnebago County Fair gives free "vendor booths" to any County Departments that would like to advertise their services or interact with the public at Fair. The DAC could have their own booth or use it to promote minority-owned businesses/services.
Contact Info for Vendor Booths: Mike Domke, Winnebago County Fair President @ 920-685-3013 or winnebagocountyfair@gmail.com
Vendor "Applications" are available on the Fair Website: <https://winnebagocountyfaironline.com/vendors/>
 - Norton: Lashaundra Thompson is an award-winning chef in the area that we should look into engaging/utilizing.
- Binder raised concerns about the group's term limits and reappointments. If the committee works too slow, the individuals currently working on projects might be off of the committee before work gets done.
 - Noll-Arias: People can continue to participate as community members if they are not re-appointed to keep work moving forward.
 - Garrett: Currently doing some research on the term-limits and re-appointments as she recently got conflicting information about the current term expirations, term limits and how re-appointments by the Executive's Office will work
ACTION: Garrett will place the topic of terms on a future agenda (once she has finished gathering information).
 - Garrett: If someone would like to chair a subcommittee to begin work on this event, then it could move forward as a project of the group. Norton is interested in being the chair of a sub-committee.

Large Meeting Debrief & Evaluation Results (Dornfeld)

- Executive Summary of Educational Events was distributed to the steering committee, including list of events and summary of evaluations (Waking up White not included, as the evaluation system was not in place at that time).
- A six-month follow-up evaluation to get input on behavior changes/actions participants have engaged in as a result of their participation is currently underway.
- Upcoming Speaker Schedule
 - April - A processing opportunity for the group facilitated by Heather Quakenboss (Extension La Crosse)
 - May - N.E.W. Mental Health Connection
 - June - UWO LGBTQ+ Resource Center
 - July - Canceled
 - August - SOAR Fox Cities (services to empower people with differing developmental abilities)
 - September - OPEN
 - October - Processing
 - November - OPEN
 - December - OPEN

Large Meeting Debrief & Evaluation Results (con't)

Requests & Ideas for Educational Speaker Series:

- DORNFELD - September, November and December are all open - anyone is welcome to recruit speakers for these months
 - Garrett: Glad to see that some of the upcoming speakers cover diversity topics OTHER than ethnicity. True diversity goes beyond ethnicity...we need to make sure we are covering all aspects of diversity.
 - Roberts: is working on a speaker about **Ageism**
 - Noll-Arias: We don't always need to do guest speakers. We could do other things to educate/create awareness. **Topic Suggestion: How to use people-first language/vocabulary**
As the term implies, People First Language refers to the individual first and the disability second. Emphasize abilities not limitations. For example, say "a man walks with crutches," not "he is crippled."
 - Norton: Lashaundra Thompson is an award-winning chef in the area that we should look into engaging/utilizing.
 - Roberts: Suggests a zoom cooking class
- Noll-Arias: It would be helpful to have a standard "speech" at beginning of public meetings to describe what the Diversity Affairs Commission is, what we're currently working on and upcoming opportunities. This would help new participants who haven't attended before have a better understanding of what is going on...instead of just going directly into the presentation for the month with no introduction.
- Roberts: Please add the ZOOM Meeting ID to the agendas so people have multiple ways to access the zoom
- Dornfeld: Having the DAC brochure to share with people would also be helpful
 - Binder: Would like the brochure to include the upcoming dates of meetings and speaker topics. Then would like 250ish of these printed up on color/glossy paper
 - Roberts: Will revise brochures to include speaker information with a 1-2 sentence blurb about each opportunity. Her office can print 100 on regular paper
 - Dornfeld: Extension Office can assist with printing as well.
- Norton: Suggests that we start reaching out to other groups that are interested/working on DEI to talk about how to work together and identify what needs across the community are.
 - Oshkosh North Black Student Union
 - Oshkosh Corp Diversity Person
- Garrett: Lots of GREAT ideas have been shared. All they need is someone to step up and get the ball rolling on them. Whoever would like to be the "project manager" of any of these just needs to come forward and then work on the project can begin.

Announcements & Upcoming Opportunities:

- March resources put together by Sara Van Cuyk (Extension Intern) were shared in DAC email sent out 3/7/2022 by Jody Bezio.
- Norton: UWO's 2022 LGBTQ+ Ally March will be held on Tuesday, April 12 at 5p.m.
<https://uwosh.edu/lgbtqcenter/events/ally-march/>
- Norton: Recommends Documentary about Vel Phillips: Dream Big Dreams
<https://www.pbs.org/video/wpt-documentaries-vel-phillips-dream-big-dreams/>
Learn the story of Civil Rights leader Vel Phillips. Discover how Phillips achieved an impressive list of "firsts" as part of her legacy, including the first African American judge in Wisconsin and the first woman, and African American, in the nation elected to executive office in state government.

OTHER:

- Noll-Arias: My name is still spelled wrong on January minutes (Jan. 12 amended version)

MOTION by Norton to adjourn the meeting. Seconded by Noll-Arias and carried without dissent. Meeting was adjourned by Chairperson Garrett at 6:15pm

Respectfully submitted by: Jody Bezio, Administrative Associate - Extension Winnebago County