

Diversity Affairs Commission
Thursday, May 6, 2021 • 3:00-4:30pm
Zoom Virtual Meeting

Members Present: Sarah Clarke, Ethan Hollenberger, Sara Muhlbauer, Mee Yang, Beth Roberts, Jenifer Koser, Deb Martin, Kathryn Noll-Arias, Karena Jolin, Byrn Ceman, Mary Siedbert, Jean Wollerman, Susan Garica-Franz, County Resident and Winnebago County Board Supervisors: Steve Binder, Mike Norton

Members Absent: N/A – Official group membership and steering committee are under development

Facilitators: Mandi Dornfeld (UW-Madison Division of Extension Winnebago County), Heidi Keating (Winnebago County Health Department)

Others Present: Jody Bezio (Winnebago County Administrative Associate for Division of Extension)

Meeting Called to Order at 3:00 p.m. by Mandi Dornfeld, Facilitator/Extension Liaison

Comments from the Public Related to Items on the Agenda: N/A – Meeting was open to public to speak throughout.

Approval of Minutes: N/A

Committee Chair Report: Report given by Mandi Dornfeld – Extension Liaison

- A weekly email update is being sent by Mandi Dornfeld. To receive communications from this group, please add your name and email to this form: <https://forms.gle/2xpuT9MsgEEX8hyAA>

Agenda

Steering Committee Updates: We have 5 out of the 7 positions filled. We are still taking names for the last two positions – please have interested parties complete the interest form

(https://docs.google.com/forms/d/e/1FAIpQLSdoBduYjDz2kOYARsrHZagctliiLwsynv0Cf_Ak5n2pfo3kmg/viewform). More information about the role of the Steering Committee is provided on the top of the form. We are moving ahead with the 5 names we have – they will be provided to the County Executive for official appointment at the May County Board meeting. Per the by-laws, the Steering Committee terms are to begin in June.

- Extension has promoted the Steering Committee openings on their social media and email newsletters for the last six weeks.
- Rest of group is encouraged to continue advertising the open positions as part of your role on this collaborative team.

Event Announcement: Waking Up White Viewing – The group should have received a copy of the flyer by email. Beth Roberts will be using a facilitated discussion guide for the guided discussion that is following the video viewing that has been published to use with book reads, etc. Participants can join for the video viewing or watch on their own and join for the discussion only.

- Flyer and registration has been created and published by Extension and is available on the website
- Registration is required so that a prep email including Trauma Informed Care information can be sent to all participants that will encourage people to take care of themselves, watch the video, etc.
- What we need from the membership of the Commission is to promote this event widely so that the public is aware of this first official 1st educational event of the Diversity Affairs Commission.

Development of By-Laws: By-laws are still in draft format as the Mission Statement is still being developed. The draft includes the updates suggested at the April Meeting. Mandi Dornfeld (Extension Liaison) has been assisting with the editing of this document.

- By-laws include wording to match the wording of the County Board resolution.
- The purpose of the by-laws are to lay out how you're going to run your Commission. They should be written to reflect this group's decisions about how to operate within the parameters set by the County Board
- The Steering Committee will be made up of the Officer Positions.
- The Extension Liaison and Community Liaison will be utilized as needed (to be determined by the Steering Committee). The Liaison positions are not appointed positions.

This is the second month that the group has been working on the by-laws. Once completed, this document will be presented to the County Board along with the Strategic Plan for approval.

Strategic Planning – Mission Statement: Heidi Keating (Winnebago County Health Department) facilitated group discussion to develop the Commission's mission statement. **Notes from brainstorm / discussion about mission May 6, 2021 provided by Heidi Keating, facilitator:**

What do we mean by diversity?

- Diversity is inclusive of age, sexual orientation, disabilities, gender, race, minority populations, under-represented, not in the majority population. Broader than race and ethnicity
- Inclusion, providing information
- Education, sense of belonging
- Culturally friendly
- Inclusive culture
- Transparency – Same opportunities for everyone
- Equity
- Fairness

Why does the DA Commission exist?

- For Winnebago Co to grow, Awareness of disparities, Addressing inequities in Winnebago Co, voice for the voiceless, action towards equity, voice and action -positive for Co, accountability
- Scope-for Winnebago Co residents who live and work here, to draw people here, for Winnebago County as a workplace (government)
- Both
- Challenge but DA should reach both
- To pursue equity among a diverse county
- All of our residents have an opportunity to thrive (good education, good job, college, opportunities-home ownership)
- Purpose of Organization is to create an equitable and inclusive Winnebago County (result) that fosters thriving communities for all who reside and work in Winnebago County. (from bylaws)
- Diversity is a strength and use to county's advantage, to realize there is strength in diversity, diversity benefits everyone
- WC residents recognize diversity is a strength, benefit, asset to our county
- Education, webinars around diversity
- Youth focused? Focus on youth for larger impact, more success, chances available in WC, Provide opportunity for elders to engage with youth
- Action oriented is why set up as a DA Commission, more welcome, more equality, more visibility around diversity, need a welcoming community around diversity for economic growth,

Goals from previous discussion: Provide Education and information, how we present ourselves (websites, brochures etc as a gov. agency), statistics showing we are not an equitable community (employment, higher paying jobs, education, health)

Draft Mission: Provide actionable opportunities for members of the community with an emphasis on equitable learning and growth

- to create a more equitable community
- community all Winnebago County
- Model actions, guidance on how to implement culturally friendly systems

Sharing of Resources from Group –

- The Diversity Affairs Commission Google Drive is available here:
https://drive.google.com/drive/folders/1nSP6U_VIF8i673jAgavmr491RKTW0gQS?usp=sharing
Includes, agendas, working/official documents and resources shared with the group.

Next Meeting: Next regular Diversity Affairs Commission meeting will be held Thursday, June 3, 2021 at 3:00pm.

Adjourned: Meeting adjourned at 4:30pm by Mandi Dornfeld.

Respectfully submitted by: Jody Bezio