

**Diversity Affairs Commission (DAC) - Steering Committee**  
**Thursday, October 13, 2021 • 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.”*

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**DAC Chairperson Garrett called the Steering Committee meeting of the Diversity Affairs Commission (DAC) to order at 5:00 PM on Zoom. Those in attendance and constituting a quorum were:**

**Present:** Steve Binder Winnebago County Board Supervisor District 13, Mike Norton Winnebago County Board Supervisor District 20, Lateria Garrett DAC Chairperson, Kathryn Noll-Arias

**Absent:** Rodney Frazier

**Others Present:** Extension Liaison Mandi Dornfeld, Sara Van Cuyk (Extension Intern), Strategic Plan Advisor Heidi Keating, Beth Roberts, Sarah Rushing, Don Nussbaum, Stephanie, County Resident, Winnie Bago

**MOTION by Binder:** Move to approve the minutes of the September 1<sup>st</sup>, 2021, meeting. Seconded by Norton and carried without dissent.

**Chairperson’s Report:** Chairperson Garrett welcomed new steering committee member Rodney Frazier who was appointed to the DAC by Executive Doemel at the September 21 County Board Meeting. Frazier’s term expires on April 19, 2022.

**Discussion:**

- Garrett/Dornfeld: We have been unable to reach Frazier by email, will work with Executive’s Office to find out if Frazier has received a welcome letter with expectations and meeting dates and to find best contact information for Frazier.
- Why is Frazier’s term so short? Bezio/Dornfeld: Frazier has one of the “Term 0” positions that were shorter than a full term to establish initial pattern of rotation of for term expiration dates. “Term 0” appointments will be eligible for re-appointment for up to 2 full terms following their initial appointment.
- Term Expiration Dates (according the Executive’s Appointment Letters) were reviewed
  - Lateria Garrett 4/19/2022
  - Rodney Frazier 4/19/2022
  - Mike Norton 4/19/2022
  - Kathryn Noll-Arias 6/19/2023
  - Steve Binder 6/19/2023 (not currently aligned with his County Board term if not re-elected)
  - 2 Open Positions

**Chairperson Garrett reported on last week’s Educational opportunity.** Lilia Figueroa (Policy Initiatives Advisor, Division of Milwaukee Child Protective Services) presented as part of National Hispanic Heritage Month, which is September 15-October 15. Lilia is a first generation Mexican American who grew up in a rural community in Waupaca County. She is the first in her family to have graduated from college and gone on to receive a Masters as well. Her experience having grown up in a rural, all white community impacted her in the way of assimilation but also finding and maintaining connections to her Latinx culture. 31 people attended the presentation via Zoom.

**ACTION:** Garrett requested that Dornfeld share results of post-event evaluations when they are available (for all Educational Opportunities moving forward).

**Business Agenda**

**Announcements from Group:**

- Norton: Green Bay YMCA is hosting a fall series on Racism. Dornfeld will email information out to group.
- Garrett has been participating in an Community Equity Ally Academy put on by Oshkosh Area School District, she will contact organizers to see if new people can join the series and will email out information.
- Dornfeld: Extension is putting on an Indigigous people’s series for their employees state-wide. She has gotten permission for the Steering Committee to participate if interested. Participants can pick and choose which sessions to attend. Dornfeld will email information out to group.

### **By-Laws Approval:**

- Dornfeld incorporated feedback on by-laws from last meeting and reviewed updated draft.
  - Article V Meetings - Frequency and Type of Meetings
  - Article VI Decision Making

**MOTION by Norton** to approve the updated by-laws as presented. Seconded by Noll-Arias and carried without dissent.

**ACTION:** Dornfeld will send by-laws to the DAC's oversight committee (Agriculture, Education & Extension Committee) for approval. If approved the by-laws will then move on to the County Executive's Office and County Board for final approval. Request from Norton to check which order the approvals need to be in for final approval.

### **Strategic Plan Work-time (continued from previous meetings):**

- Keating facilitated ongoing development of the DAC's Strategic Plan, including reviewing and adding details to:
  - Purpose of the Commission
  - Strategic Goals, Prioritized Objectives and Metrics
  - Tasks/Action Steps
- Keating noted the Strategic Goal #1 largely documents the work of the last year to establish the Commission - many of the tasks/action steps have been completed. Strategic Goal #2 are the things we are working on right now to further develop the work of the DAC.

**MOTION by Binder** to send the updated Strategic Plan document forward for approval to the Ag, Education & Extension Committee after Keating finishes clerical edits to the document. Seconded by Noll-Arias and carried without dissent.

**ACTION:** Garrett asked for documents to be uploaded to DAC google drive once Keating is done with clerical edits.

### **2022 Event/Schedule Discussion:**

Noll-Arias led discussion on frequency and format of Education Opportunities/Guest Speakers was discussed.

Ideas Included:

- Schedule speakers on months 3, 6 and 9?
- Lots of ideas for speakers - we could do one every month.
- Every-other month might be a good balance of both education and opportunities for community input & ideas.
- Binder is talking to County Board about having a small budget for marketing and paid speakers
  - If this becomes a possibility - suggestion to have 4 paid speakers in a year that are scheduled well in advance and advertised.
  - Can we record and re-broadcast the paid speakers (ability to use more than once)?
- What about opportunities without speakers for group to discuss, process, internalize, give input and explore understanding? In order to enact deeper changes in the community, there needs to be time devoted to exploring own biases.
  - Concerns raised about how to do this kind of processing safely and productively. Might be a possibility to do this with trained facilitators at in-person meetings in future?

**MOTION by Binder** to table discussion on schedule to next agenda. Seconded by Noll-Arias and carried without dissent.

**ACTION:** Garrett will place this higher on the agenda to allow more time for discussion.

### **Resolution Discussion:**

- Norton requested a discussion on a resolution for Hmong New Year, he would like to table the discussion to a future meeting to have more time to discuss.

### **Public Comment/Open Forum:**

- Chairperson Garrett noted that the public comment/open forum had been missed at the beginning of the meeting and gave members of the public an opportunity to speak: No Comments from the public.
- **ACTION:** Public Comments/Open Forum will be made available at beginning of meeting from now on.

### **Other:**

- Steering Committee currently has 2 open positions. 4 people are needed each meeting in order to have a quorum to hold the meeting, so currently only one person can be absent at a meeting. Everyone was encouraged to continue to look for potential candidates to fill the open positions.
- Is the quorum based on the 7 total positions? Or only the 5 that are filled? Dornfeld/Garrett will look into this.

**MOTION by Norton to adjourn the meeting.** Seconded by Binder and carried without dissent. Meeting was adjourned by Chairperson Garrett at 6:44pm

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