

Diversity Affairs Commission (DAC) - Steering Committee
Wednesday, November 10, 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."*

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, Beth Roberts - Winnebago County Dept of Human Services, Judge LaKeisha Haase, Jody Bezio Extension Winnebago County Administrative Associate

MOTION by Binder: Move to approve the minutes of the October 13, 2021, meeting. Seconded by Noll-Arias and carried without dissent.

Public Comment: Judge LaKeisha Haase introduced herself. She would like to be involved with the DAC in whatever capacity is needed/available. She invited the Commission to use her as an ongoing resource.

Business Agenda

Educational Event Updates & 2022 Schedule:

- Binder requested money in the 2022 budget for the DAC to pay for speakers and cost of marketing materials. The request was approved at the Budget Hearings.
ACTION: Binder requested the Dornfeld and Roberts look into 1 or 2 professional speakers that could be used for Educational events in 2022.
 - When requesting speakers - please find out if they are willing to be recorded for ongoing distribution by the DAC.
 - Dornfeld advised that best practice for recording speakers would be to record their prepared presentation but NOT the Q&A portion with the audience.
- Evaluation Results of past Educational Events - Dornfeld will share these on Google Drive. She reported that initial results of the evaluation from the Mee Yang presentation were positive.
- 2022 Event Schedule:
 - Dornfeld/Roberts proposed a three month rotation of speakers/educational events with one month for processing and business agenda in between:
 - Jan/Feb/March - Thursday Public Engagement Meetings would include Speakers/Education
 - April - No Speakers - time for processing and/or other business discussion
 - May/June/July - Thursday Public Engagement Meetings would include Speakers/Education
 - August - No Speakers - time for processing and/or other business discussion
 - Sept/Oct/November - Thursday Public Engagement Meetings would include Speakers/Education
 - December - No Speakers - time for processing and/or other business discussion
 - Dornfeld has been looking into best practice for group processing about what they've learned from speakers. Experts recommend that group processing not happen with speakers present, so she is recommending that the DAC delays processing/group discussion to a different time (not same time as the educational event itself).
 - Discussion included considering an every-other month schedule. Concerns were raised about over-promising or setting a precedent that could not be maintained long-term for this high-amount of educational events. Also does not leave room for new projects/directions. Group was re-directed to their current strategic goals which are focused on the educational events and is a limited time-frame of focus (2022 only). Dornfeld and Roberts confirmed that they already have more than enough possible speakers to be able to fill as many months as Commission decides on. Dornfeld and Roberts are available for this year to schedule speakers, so this would not have to be responsibility of Steering Cmte

- **ACTION on Scheduling Education Events:** Dornfeld and Roberts will move forward on scheduling speakers on the proposed 3 month rotation (with one month in between for processing & other agenda items).
- Role Clarifications for Educational Events/Public Engagement Meetings:
 - Dornfeld and Roberts are available to recruit/schedule speakers, as well as facilitate the Q&A portion of the educational events.
 - Steering Committee members are responsible for facilitating overall event/meetings. 2-3 Steering Committee members should plan to be at each scheduled meeting/event to be the face of the commission and be overall facilitators (greetings, introductions, facilitate agendas, etc) in order to start building relationships and support between the community and Steering Committee directly.

Steering Committee Appointments:

- Garrett asked if any new appointments have been made in the last month? Binder - no updates at this time.
- Frazier was contacted - Commission emails were going to his junk email. He was planning on attending tonight.
- Quorum Update: Dornfeld reported that the Quorum for the DAC is 4 members, no matter if all Steering Committee positions are filled or not.
- Noll-Aria - Have we been (or can we) be advertising for Steering Committee members? Dornfeld - No. The County Executive would like to be in charge of recruiting, vetting and appointing Steering Committee members. Group was encouraged to contact County Executive directly if they had suggestions of people for him to contact and to discuss urgent need for new appointments to fill current vacancies.
- Partial DAC Steering Committee terms will be ending in April of 2022 (and will be eligible for re-appointment)
 - County Board elections will also be happening in April - may also impact Steering Committee memberships if County Board Supervisors are not re-elected to their County Board seats.
 - Binder announced that he may not be pursuing re-election in 2022, but would consider continuing to participate as a community member.

Strategic Plan Updates:

- Dornfeld reported that the County Executive has reviewed the Strategic Plan. The Executive feels that it aligns well with his vision and he is in favor of it. The strategic plan was sent on to Corporation Counsel for review for any legal concerns.
- Strategic Plan is not currently on the next County Board agenda - this needs to happen for final approval.
 - Binder/Norton would have to request that the County Board Chairman put it on the agenda
 - Binder/Norton would also be the ones to speak on behalf of the Plan at the County Board meeting and answer questions (the other steering committee members/liasons would need to be invited by the chairman to be able to speak on behalf of the plan).
 - Binder/Norton requested that Garrett as DAC Chair and Dornfeld as Extension Liaison both be present online when the Plan is on the agenda, so they are available if the County Board Chairman would like them to answer any questions.

Other:

- Binder was contacted by Steven Clark of the Oshkosh Herald to do an interview about the DAC.
 - Binder/Garrett will do an joint interview (together or separate) for the Herald
 - Suggested Talking Points: Use the DAC mission/vision, by-laws and strategic plan for overall description of the group, goals and work. Also ok to talk about your own individual vision for the group, reasons you are involved and passionate about this Commission.
- Norton requested future agenda items:
 - Possible "Diversity Fair" event this summer? If we want to pursue this we should begin planning soon.
 - Mandatory Diversity/Inclusion Training for County Employees?
 - **ACTION:** Garrett will look into how these align with current strategic plan and schedule discussion accordingly.
 - **ACTION:** Roberts will find out if the "Unity in the Community" event is happening this year. Was run by Christian Gossett and Steve Hermans prior to the 2020 cancellation due to COVID.

MOTION by Norton to adjourn the meeting. Seconded by Binder and carried without dissent. Meeting was adjourned by Chairperson Garrett at 6:01pm

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