

AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Wednesday, June 23, 2021
P.M.

5:30

Due to the COVID-19 pandemic, this meeting will take place virtually via Zoom. Please join the meeting from your computer, tablet or smartphone by visiting

<https://zoom.us/j/91531418276?pwd=ZDNGSjFveW5ibGtHajhGLzd1b0NtZz09>

You can also participate via phone by dialing 1 312 626 6799 and use Meeting ID: 915 3141 8276#. When asked for your Participant ID, just press # when asked for the Passcode enter 221. You may also choose to participate by providing public comment prior to the meeting via email to Village Clerk Lisa Kalata: lkalata@village.cottage-grove.wi.us

1. Call To Order
2. Determination Of Quorum And That The Agenda Was Properly Posted
3. PUBLIC APPEARANCES-Public's Opportunity To Speak About Any Subject That Is Not A Specific Agenda Item
4. Discuss And Consider Minutes From The May 26, 2021 Meeting.

Documents:

[5-26-21 DEI MINUTES.PDF](#)

5. DEI Efforts At Monona Grove School District.
6. Review Of Holiday Observance For Village Staff And Public Meetings.
7. Discuss Additional Work On A Vision Statement.
8. Discuss And Consider Website Resources To Post On Village Website.
 - a. A Guide to Gender Identity Terms
[HTTPS://WWW.NPR.ORG/2021/06/02/996319297/GENDER-IDENTITY-PRONOUNS-EXPRESSION-GUIDE-LGBTQ](https://www.npr.org/2021/06/02/996319297/gender-identity-pronouns-expression-guide-lgbtq)
9. Future Agenda Items.
10. Adjournment

This agenda has been prepared by Staff and approved by the Chair of the Ad Hoc Diversity, Equity and Inclusion Committee for use at the meeting as listed above. Any item on the agenda is subject to final action. Notice: Persons needing special accommodations should call 608-839-4704 at least 24 hours

prior to the meeting. It is possible that members of and possibly a quorum of members of other governmental bodies may be in attendance at the above stated meeting to gather information; no action will be taken by any governmental body at the above-stated meeting other than the governmental body specifically referred to above in this notice.

AD HOC DIVERSITY, EQUITY AND INCLUSION COMMITTEE

Wednesday, May 26, 2021
5:30 p.m.

Via Zoom

AGENDA

- 1) **Call to Order:** 5:35 p.m. Meeting called to order.
- 2) **Quorum and Roll Call:** Members present: Sarah Valencia, Melissa Ratcliff, Michael Hughes, Rosemarie Hughes, Sean Brusegar and Lieutenant Matt Wagner. Absent and excused were Danyelle Wright, Justin Neal, Lisa Kalata and Andrew Litt. Also present was Matt Giese, Village Administrator.
- 3) **Public Appearances:** Public's opportunity to speak about any subject that is not a specific agenda item. **None.**
- 4) **Discuss and Consider Minutes from the April 28, 2021, Meeting.** Motion by Ratcliff, Second by Lt. Wagner to approve the minutes. Motion passed 6-0-0.
- 5) **Presentation by Lt. Wagner-Cottage Grove Demographics**
Presentation by Lt. Wagner regarding the demographics of the Village of Cottage Grove from www.Census.gov. Most current Village population from 7/1/2019 – 7143. 52.1% female persons; 47.9% male persons.
 - Race in Cottage Grove - white 91.6%, Asian 6.8%, Hispanic/latino 4.1%. (Compared to Dane County – white 85%, Hispanic/Latino 6.5%, Asian 6.3%; Black/African American 5.5%)
 - Veterans 323 people indicated they are veterans. 4.5% of the village's population indicated they are foreign born.
 - Households - 2408 households with an average 3 ppl per household. 86.8% of the village's population has lived here for more than 1 year.
 - Language- 6.2% of the village's population speaks a different language than English
 - Education - 85.5% high school graduate or higher; 50.4% have a Bachelor degree or higher
 - Income - Median household income is \$99,322; the per capita income \$37,591 in past 12 months; 2.5% of the village's population is living in poverty.
 - Computer use – 95% of homes have computer and 85.5% have broadband/internet subscription
- 6) **Discuss And Consider Resolution: In Support of the Asian Americans Pacific Islander Community.** Motion by Lt. Wagner to accept the Resolution in Support of Asian American Pacific Islander Community and send it to the Village Board. Second by M. Hughes. Motion passed 6-0-0.

- 7) Discuss And Consider Equity Lens Draft.** The Equity & Inclusion Lens can provide a guide for the Village Board for Decision Making, Policy Creation and Program & Process Design. Motion by Ratcliff to recommend the Village Board approve and utilize the drafted Equity & Inclusion Lens, second by M. Hughes. Motion passed 6-0-0.
- 8) Discus And Consider Website Resources to Post on Village Website.**
- a. Gender Race and Diversity Values Among Local Government study.
 - b. Municipal Research and Services Center (MRSC) DEI Resources
 - c. International City/County Management Association: Race, Equity, and Social Justice Tools
 - d. Local and Regional Government Alliance on Race and Equity
- Documents: GENDER RACE AND DIVERSITY VALUES AMONT LOCAL GOV LEADERS STUDY.PDF
- Motion by Valencia, second by Lt. Wagner to include the attached documents as resources to the DEI webpage on the village website. Motion passed 6-0-0.
- 9) Future Agenda Items.** We'll discuss DEI efforts in schools and with Monona Grove School District and review holiday observance for village staff and public meetings. Additionally, work on a vision statement.
- 10) Adjournment.** Motion by Brusegar, second by Lt. Wagner to adjourn. Motion passed 6-0-0. Meeting adjourned 6:21 p.m.