

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 AMONG 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.