



City of Racine

City Hall
730 Washington Ave.
Racine, WI 53403
www.cityofracine.org

Meeting Minutes - Final

Affirmative Action and Human Rights Commission

Thursday, February 9, 2023

4:30 PM

City Hall, Room 303

Call To Order

Also present: Damian Evans, Brendan Saunders

PRESENT: 4 - Roy Carter, Roy Carter, Carmen Lassiter Ayers and Dasheika Kidd

EXCUSED: 2 - Don Nielsen and Rashanda Cainion

Approval of Minutes for the January 12, 2023, Meeting

Motion to approve Minutes for the January 12, 2023, meeting was made by Carter and seconded by Jarrett.

[0045-23](#)

Subject: Hiring Reports November 2022 & December 2022

A motion was made by Kidd and seconded by Carter to defer this item.

[0097-23](#)

Subject: Hiring Report for January 2023

A motion was made by Kidd and seconded by Carter to defer this item.

[0098-23](#)

Subject: Fair Housing Report - January 2023

Brendan Saunders reviewed the Fair Housing report. Alder Peete asked if they have Fair Housing material to accommodate Spanish speakers, and he indicated that resources are available in Spanish, and they have access to translation services for other languages as well.

A motion was made by Carter and seconded by Kidd to receive and file the January 2023 Fair Housing report.

[0047-23](#)

Subject: AAHRC Member Questionnaire

Damian Evans requested that the Commission members complete the questionnaire and return it to him prior to the next meeting. Once they are all received he will compile the information and review it with the Commission.

Equity Officer Damian Evans emailed the AAHRC members a questionnaire to complete. Not all members have had an opportunity to complete them, so Evans requested that members complete them prior to the next meeting.

A motion was made by Carter and seconded by Jarrett to defer this item.

[0049-23](#)

Subject: Identify Two Important Goals for Commission

Evans advised that as a commission, the group needs to decide purpose and what goals they would like to focus on. After discussion, it was decided to defer setting the purpose and goals until they have a chance to review the data when the questionnaire is returned.

A motion was made by Farrar and seconded by Carter to defer this item.

[0100-23](#)

Subject: Data Gathering Update: Lassiter Ayers (Racine/Kenosha Community Action Agency, Peete (Johnson Foundation), Jarrett (body cam initiatives), Evans (2022 Community Conversations reports)

Update on Body Cam Initiative: Jarrett spoke with the police department and was advised they have an outside law enforcement agency come in to review officer-involved shootings and they are not able to release any body cam footage until the investigations are complete. Akron, OH passed an ordinance that body cam footage is released to the family seven days after approval. Lassiter Ayers advised Chicago has a similar ordinance. Jarrett will do more research to share at the next meeting. Farrar asked if police issues fall under the commission's goals. Kidd asked if the community Violence Prevention Committee with the city, county, and school district can get involved and be invited to our meetings. Lassiter Ayers advised that she is not sure if there is space for public comment; Evans will check. Evans will also send out one email with all the information regarding the commission's ordinance, the member questionnaire, presentations he went over in the meeting, and the body cam ordinance. All members should review prior to the next meeting.

Evans emailed information on the 2022 Community Conversations to commission members and requested they take time to review for discussion at the next meeting.

Lassiter Ayers emailed a report on Racine/Kenosha Community Action Agency (RKCAA) today, and also requested it be reviewed for discussion at the next meeting. The RKCAA report breaks down information by County (Racine/Kenosha), race, and poverty from needs assessment. Farrar asked if the information is public information, and Lassiter Ayers confirmed it is. Jarrett reached out to an attorney to gather information on body cam initiatives, and will have information to share at the next meeting.

Alder Peete has had communication with Johnson Foundation and is awaiting information.

A motion to defer discussion of these items until the information is reviewed was made by Jarrett and seconded by Carter.

[0101-23](#)

Subject: Equity Officer Report

Evans advised that things are moving rapidly with the equity plan. Rashanda Cainion has been out of the office, but they have discussed how to review reports differently. A lot of city employees have been in their respective roles for a long time, so a goal is to get managers to start thinking differently about their staff and departments. A lot of city employees don't know each other, so they are trying to think through ways to bring

employees together to build trust and morale. They are bringing on employee resources, groups, and trainings. Saunders talked about leading staff walks during lunch time to build moral and get to know each other.

Some employees are not willing to share concerns for fear of retaliation or trust. One of the issues is that merit increases are not tied to performance reviews. Kidd asked if merit increases are not tied performance, how do managers decide who to promote? Also, how do they hold employees accountable or coach them if they need to improve? Lassiter Ayers had the same concerns regarding the fairness of promotions with no evaluations. Evans advised that some staff receive evaluations, and some don't. Farrar agreed that there should be some type of standard operating procedure across the board. Kidd agreed to send Evans a copy of a self-appraisal and performance appraisal template.

Saunders reached out to Metropolitan Milwaukee Fair Housing Council about AAHRC members becoming Fair Housing testers. They would love to train us; however, will need five or more people to participate in training. If AAHRC members decide to become a tester, they would work in a metropolitan area like Milwaukee, not just Racine. Carter asked Saunders if he agreed to do testing, would he be required to go to Milwaukee? Brendan advised that testers can always decline a test if it is in Milwaukee. Saunders does not have the capacity to have the city run its own testing Farrar mentioned that it would be a good idea this could be opened up to community members. When community members did training over at the LGBT Center, everyone was excited.

Evans will send to committee a copy of the Equity Workforce Plan. He is participating in a presentation of the plan for city staff after this meeting and will break down goals, the four focus areas, and the mission.

A motion to receive and file the Equity Officer's report was made by Lassiter Ayers and seconded by Carter.

Next Meeting Date: Thursday, March 9, 2023

Adjournment