

Madeira Inclusion Committee

March 4, 2021 – 7:00PM

Meeting Summary

Committee Members in Attendance: Susan Kissel, David Meredith, Tom Kent, David McCoy, Jodi Whitted, Kevin Kingman, Shawn Batlivala, and Mayor Nancy Spencer, Council Representative. Member Kate McVey absent.

City Staff in Attendance: Lori Thompson, Assistant City Manager

Guests: Doug and JWagner (as listed on Zoom log-in)

The meeting was called to order by Chairperson Susan Kissel at 7:05PM. Ms. Kissel reviewed the agenda for the evening – listed below.

- City Council Report
- Neighboring Community Update
- Brainstorm Desired Outcomes Associated with the Three (3) Stated MIC Objectives.

City Council Report – Mayor Spencer provided a summary of the actions taken by City Council at the February 22, 2021 meeting. Highlights included: Council referring the Zoning Code update document to the Law & Safety Committee; Easter Egg Scramble cancelled – alternatives are being explored by Parks Board; McDonald Commons Master Plan consultant named; and snow removal policy discussed and referred to Law and Safety.

Ms. Spencer also reported on the discussion by Council on MIC's request to consider hiring a consultant to assist in the surveying of the community. Council felt that it was a big jump to go the route of a consultant right away.

Neighboring Community Update – Ms. Thompson provided a summary of her conversation with Wyoming's Inclusion Committee liaison. Wyoming's Committee has chosen to focus on the city's functions and policies. The Committee will work to review operations, manuals, policy practices, etc., to ensure that the city is serving everyone in a fair way.

Ms. Thompson also shared a spreadsheet from the City of Montgomery that is part of its effort to measure a baseline of where its community stands in terms of diversity, businesses, institutions and housing statistics. Ms. Thompson is awaiting Montgomery's year end reports and will forward them to the Committee members when the reports are received.

Ms. Spencer commented that she liked the business demographic information, but it may be tough to collect. She asked the Committee what level of interest/effort they had for collecting this type of information. Mr. Meredith replied that the process would be the key part of collecting the data. The process builds the relationship and from there inclusion/diversity can be built. He suggested that perhaps each Councilperson could take a list of businesses and interview them.

Ms. Whitted indicated that having the data is good, but asked how progress would be gauged from that point. She stated to be effective, it is important to talk to people in the community to gather information on perceptions.

Ms. Kissel asked what would be done with the collected business data.

Mr. Batlivala emphasized the importance of a quantifiable metric, but also to poll community members.

The Committee agreed that getting community opinion is key.

Brainstorm Desired Outcomes Associated with the Three (3) Stated MIC Objectives – Ms. Kissel reviewed the objectives outlined by City Council for the MIC. Then asked each Committee Member what was their desired outcome/“end game” for the MIC’s work in relation to these objectives.

Ms. Whitted stated she would like to ensure that City officials understand that diversity isn’t just about race.

Mr. Kingman asked what the MIC’s definition of diversity was; it should be included on the Committee’s page on the City’s website.

Mr. Batlivala would like to see a resource developed for underrepresented business owners. He also expressed that the work of the MIC is ongoing and that an “end game” may not be needed. Mr. Batlivala suggested that the Committee have charter, and he forwarded an example of one that he has been working on for another organization.

Ms. Kissel said that the boards and commissions of the City should be representative of the community in age, race, religion, gender, etc.

Mr. Kent stated that he felt that boards and commissions being representative of the community gets us to “where we are”. He would like to see the community we aspire to be. For example, he named City events, such as the Easter Egg Scramble and St. Nick Night as events that may be part of the majority’s traditions, but not everyone’s in the community. He asked how do we reach out to embrace other cultures’ traditions and incorporate them to be part of the community (and City committees).

Mr. McCoy mentioned the use of the Equity Toolkit (forwarded by Ms. Thompson from a UC graduate student) with City committees as a measurable way to evaluate. Review progress in a set amount of time, i.e., third quarter.

Mr. Meredith would like to see MIC present at City events to meet and talk to community members and then develop future events to further the goals of the MIC. In regard to surveying the community, Mr. Meredith suggested that the survey be intentional in determining challenges that people face.

Ms. Spencer asked how the Committee would see/measure its success. What is success at the end of the year? At the end of next year? Ms. Spencer also mentioned review and use of communication vehicles to the community and the Committee being a voice for the residents.

Ms. Spencer outlined the current City committees and their function. Ms. Thompson forwarded a link to the City's website that lists all of the committees and membership. A discussion was held regarding the standing City committees and their make-up. The Committee asked for data on the demographic make-up of City committees. Ms. Thompson will provide the requested information.

The Committee decided to have Census data pulled to determine who Madeira is right now. Ms. Thompson indicated she would pull that data and distribute it prior to the next meeting. Ms. Kissel asked that previous years' Census data be pulled as well so as to see any trends.

Ms. Spencer made a motion to adjourn the meeting, seconded by Tom Kent. The motion was approved by a unanimous voice vote. The meeting was adjourned at 8:08PM.

The next meeting will be on April 1, 2021 at 7:00PM.

Susan Kissel, Chair