



City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
La Crosse, WI 54601

Meeting Minutes - Final

Human Rights Commission

Tuesday, December 1, 2020

5:15 PM

Virtual -- Zoom

To view a recording of this meeting, please use this link and access passcode:
https://zoom.us/rec/share/0Nfr62RGv67nGq_qjk81g62nChHDGK8DBp3UywJOKPyKHnP-nVN
CIQQvRGQF4kRE.pNo29HHNAH9_LoQO
(Access Passcode: ^vpA4\$4^)

Call to Order

This meeting was called to order at 5:18

Roll Call

Present: 6 - Roger Christians, Julie McDermid, A Xiong, Jonathan Maye-Cates, Rhonda Staats, Chauncy M. Turner

Excused: 1 - Brandon Perrine

Absent: 1 - Kemmesha Thomas

Approval of Minutes

A motion was made by Maye-Cates, and seconded by Staats, that these minutes be approved. This motion carried by a voice vote.

Agenda Items:

[20-1418](#)

Approval of Fair Housing Complaint Rubric

Attachments: [LA CROSSE HUMAN RIGHTS COMMISSION Complaint Rubric.docx](#)

A motion was made by Christians, seconded by Maye-Cates, that this General Item be APPROVED . The motion carried by voice vote.

[20-1541](#)

Approval of Fair Housing Water Bill Mailing

Attachments: [Updated Fair Housing Memo.docx](#)
[Water Bill MailingUpdated.pdf](#)

A motion was made by Christians, seconded by Maye-Cates, that this General

Item be APPROVED . The motion carried by voice vote.

[20-1644](#)

Possible Action on Rent Smart Training

Attachments: [Rent Smart Memo.docx](#)
 [RENT SMART OUTLINE.docx](#)

Residents are dealing with discrimination and housing complaints right now so its important to get this information out there, either in a training or a seminar/lecture. This is a complicated and difficult process, especially for residents that do not know their rights.

Some people from Consumer Advisory Council through a University extension used to host a Rent Smart program and they want to incorporate their personal experiences with renting and homelessness into future trainings to establish importance.
- Could support UW Extension and have a more robust educational plan

Possible Topics:

- Recovering security deposits*
- Guiding people struggling with homelessness through the renting process*

There is not a lot of incentive for people to take the course anymore because landlords no longer use the course completion certificate as proof of being a responsible resident.

The course could reach other populations such as college students or average citizens.

A motion was made by Staats, seconded by Christians, that City staff continue to research the possibility of bringing a training to consumers and report back at the next meeting. The motion carried by voice vote.

[20-1656](#)

Discussion on Narrowing the Focus of the Human Rights Commission to Tangible Goals

Attachments: [Staff Memo.docx](#)

Recommendations for Focus:

- A data dashboard*
- Diversity Inclusion and anti-bias training, especially when hiring for managers*
- Diverse hiring/interview panels*
- Updating the EEO disclaimer on job announcements because blind hiring can lead to less diverse hiring*
- Incentives for city employees to live within the City of La Crosse (longer-term)*

A motion was made by Christians, seconded by Maye-Cates, that this General Item be APPROVED . The motion carried by voice vote.

[20-1655](#)

Discussion on Actionable Educational Opportunities

Ideas for relevant educational opportunities:

- Reach out to school systems and make the HRC available to students and parents.*
- Virtual event, hosted by the HRC, about social and economic inclusion.*

- *Similar to the Governor's Budgeting Sessions*
- *Education about jobs is a top priority.*

Rather than a community event, host a town-hall or round-table session for private and public sector city leadership.

Staff to bring back logistics about this event and a list of top leaders and decision makers in La Crosse to contact.

Adjournment

A motion was made by Christians, seconded by Maye-Cates, that this meeting be adjourned. The motion carried by voice vote.

Notice is further given that members of other governmental bodies may be present at the above scheduled meeting to gather information about a subject over which they have decision-making responsibility.

NOTICE TO PERSONS WITH A DISABILITY

Requests from persons with a disability who need assistance to participate in this meeting should call the City Clerk's office at (608) 789-7510 or send an email to ADAcityclerk@cityoflacrosse.org, with as much advance notice as possible.