



# City of La Crosse, Wisconsin

City Hall  
400 La Crosse Street  
La Crosse, WI 54601

## Meeting Minutes

### City of La Crosse Racial Equity Team

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Monday, April 5, 2021

2:00 PM

Lifesize (virtual)

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*To keep the public safe, this meeting is being held virtually only. [Ruckerc@cityoflacrosse.org](mailto:Ruckerc@cityoflacrosse.org) if you have trouble signing in.*

<https://stream.lifesizecloud.com/extension/8177851/e5ae53d0-263a-44bb-ad09-0053b0871c7c>

#### Call to Order

#### Roll Call

#### Agenda items:

- 1     [21-0480](#)     Approval of minutes from March 4, 2021.  
  
         Motion made by Dawn, 2nd by Tim Koterwski.
- 2     [21-0474](#)     Election of Chair and Vice-Chair.  
  
         Motion made by Dawn nominating Erin as Chair, 2nd by Jared. Motion made by Erin to nominate Dawn Wacek as Vice-Chair, 2nd by Jared.
- 3     [21-0476](#)     Discuss shared drive options.  
  
         Utilize File Cloud to share documents with each other. Google Drive or Drop Box as alternative options.
- 4     [21-0477](#)     Racial Equity Team facilitator.  
  
         Team to look into reaching out to someone in the community who is involved with social justice endeavors. This should be someone outside of the City employee workforce. Mayor Kabat suggested reaching out to Thomas Harris at UWL. Gwen and Tim said they would reach out to the facilitators of the Racial Equity Training they are attending. Dawn suggested reaching out to Juan Jimenez.
- 5     [21-0478](#)     Brainstorm ways for outreach and connect with other departments.  
  
         -What are they doing internally?  
         -If they've done anything externally?  
         -What is a road block for them in hiring more diverse candidates?  
         -How do they create a welcoming culture within their dept?

- Have they done an audit already? Maybe looked at it already? Data to share?
- Rate 1 to 10 how much they prioritize this issue?
- Reiterate we won't share this information

6      [21-0479](#)

Create a list of ideas on programs/policies so they can start to be prioritized.

-Developing a current status of assets/good things we are doing, then sharing that through a survey with info to other departments to gather what they are doing, and identifying gaps or where we want to try and dig into.

-We have focused on training and having the city be a part of various organizations that are working on racial equity issues – being a member of GARE, La Crosse Diversity Council (trainings – times when we have said its mandatory for dept heads to attend, YWCA racial equity training): goal to get everyone trained in that program within next couple years

-HR: attending racial justice training...email certain positions to a network (central latino la crosse, lgbtq, dept of workforce development). Seeing if they have any ideas or contributions?

-Suggestion: challenges of hiring people of color is the credentialing and experience ----- one of the things that would set us apart would be to work with groups such as the offices at UWL to identify interns and people who are on the cusp of graduating with their degree but don't necessarily have years of experience

-Do have a couple contacts at UW-L and Viterbo we work with

-Interns, example: "Pre-professional librarian" – paid almost professional position, allowed for flexibility to finish degree and get that on-the-job experience

-Library: "Project Ready" is a 28 module training over several weeks, lot of info about the history of race in our country, cultural competence vs. cultural humility, equity to equality, etc.

-Parks: short term window with these people since they are seasonal

-Collaboration between Holmen/BRF/Sparta, etc, talking about recruitment and what is going on within departments

-Most diverse staff amongst library/parks/fire – are the PT staff

-Dept heads to motivate their staff to get involved

-Target the high schools

## Adjournment

Motion by Jared, 2nd by Gwen.

*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](mailto:ADAcityclerk@cityoflacrosse.org), with as much advance notice as possible.*