



City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
La Crosse, WI 54601

Meeting Agenda

Human Rights Commission

Wednesday, July 6, 2022

5:15 PM

Zoom

This meeting is being held virtually only. E-mail kuhlmanl@cityoflacrosse.org if you have trouble logging in.

Join Zoom Meeting:

<https://us06web.zoom.us/j/82596576826?pwd=QjVTRGluN1ptNTk1U0xsQUthRzRIUT09>

One tap mobile:

+13126266799 US,,82596576826#,,,,*239377#

Call to Order

Roll Call

Approval of Minutes

Agenda Items:

- [22-0655](#) Updates from Racial Equity Team, REACH, and Comprehensive Planning Process
- [22-0891](#) Review of HRC's Juneteenth Celebration Involvement
- [22-0892](#) Update on Houska Park - Sandra Brekke
- [22-0199](#) Discussion on Fair Housing Complaint Application Improvements
 - Attachments:** [Discrimination Complaint Form - Draft](#)
 - [Fair Housing Webpage](#)
 - [HRC Webpage](#)
- [22-0343](#) Strategic Planning
 - Attachments:** [Human Rights Commission Ordinance](#)
 - [HRC Mission, Vision, and Action Items \(2020\)](#)
 - Mission & Vision*
- [22-0062](#) Discussion on Civil Rights Dept. - Subcommittee
 - Attachments:** [Madison Civil Rights Dept Interview Notes](#)
- [22-0054](#) Planning for Town Hall w/ Elected Officials

Adjournment

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.



City of La Crosse, Wisconsin

City Hall
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Text File

File Number: 22-0655

Agenda Date: 5/12/2022

Version: 1

Status: No Action Taken

In Control: Human Rights Commission

File Type: Status Update

Agenda Number:



City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
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Text File

File Number: 22-0891

Agenda Date: 7/6/2022

Version: 1

Status: Agenda Ready

In Control: Human Rights Commission

File Type: General Item

Agenda Number:



City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
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Text File

File Number: 22-0892

Agenda Date: 7/14/2022

Version: 1

Status: Agenda Ready

In Control: Human Rights Commission

File Type: Status Update

Agenda Number:



City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
La Crosse, WI 54601

Text File

File Number: 22-0199

Agenda Date: 6/8/2022

Version: 1

Status: Referred

In Control: Human Rights Commission

File Type: General Item

Agenda Number:

Discrimination Complaint Form Information - Draft

The act of discrimination must have happened inside the City of La Crosse and within 180 days of the date the Complaint is filed. It is important that you file within 180 days of the event.

Role of the Human Rights Commission

The La Crosse Human Rights Commission does not adjudicate an outcome to the complaint. Its role is to recommend further investigation of your complaint should it find that the complaint

The complainant and defendant will be invited to attend the HRC's hearing on the complaint. The complainant will have 5-7 minutes to present their case. All Human Rights Commissioners will have received the original complaint and will have had time to review it prior to the presentation. Complainants are encouraged to practice a presentation and anticipate answering questions to provide a description of the most important points in the complaint. Complainants may provide evidence or witnesses with supporting examples of discrimination.

HRC staff can assist with filling out the form, such as reviewing for clarity and content and ensure that the complainant is prepared for the hearing. Staff can also refer complainants to other organizations that can help with completing the complaint form.

Public Hearing

NOTE: Parents are not allowed to make the complaint on behalf of their adult children, except in situations where the parents retain power-of-attorney, guardianship, or guardian ad litem.

If the complainant is not present at the meeting to explain or defend their case, the HRC will not reschedule, but will make a recommendation based on the information they have and the testimony of the individuals present.

PLAINTIFF

Plaintiff will have 5-7 minutes to present their case. All HRC members will have received the original complaint and will have reviewed it prior to the presentation. Plaintiffs should be prepared to succinctly answer the following: What is your complaint? What discrimination do you believe you have experienced? What have you done to try to redress this situation? What do you imagine would be an equitable solution to your complaint?

Defendant

Defendant will have 5-7 minutes to present a rebuttal. They are encouraged to prepare to succinctly answer the following: When did you become aware of the plaintiff's concerns? Why do you believe this complaint is unfounded? What did you do to address the complaint? Describe what you have done to negotiate with the plaintiff. What do you imagine is the best solution to this complaint?

Discrimination Complaint Form - Draft

Complainant Information (Yourself)

Name:

Address:

Phone:

Email:

Respondent Information (Person/Persons you feel have discriminated against you)

Name:

Address:

Phone:

Email:

Type of Discrimination Alleged

Check the appropriate Category, indicate the Address or Location of facility you were denied the equal opportunity to use or enjoy, and the Basis of the alleged discrimination.

Applicants must be able to demonstrate that they were denied the equal use/enjoyment of a facility **located in the City of La Crosse.**

Category

- Housing
- City Facility
- Place of Public Accommodation or Amusement [i.e. restaurant, hotel, retail shop]

Address/Location

Basis (Check all that may apply)

- Sex:
- Race:
- Religion:
- Age:
- Disability:
- Marital Status:
- Color:
- National Origin or Ancestry:
- Lawful Source of Income:
- Physical Appearance:
- Sexual Orientation:
- Gender Identity or Expression:
- Familial Status:
- Domestic Partnership:
- Student:

Facts

To the best of your ability, give a detailed statement regarding the facts giving rise to this Complaint. Include the date or dates of the alleged discrimination. City Ordinance provides that a written Complaint must be filed within 180 days after the complainant knew or should reasonably have known that the alleged act or acts occurred. Examples of discrimination include providing different housing services or facilities, falsely denying that housing is available for inspection, sale or rental and refusing to let you make necessary changes to the property, at your expense, in coordination with your disability. Additional pages may be attached to this form if necessary. State your complaint in terms of the basis you selected above.

In terms of the basis you selected above, what discrimination do you believe you have experienced?

Why has the defendant targeted you or your group? What proof can you provide that this has happened to you and not others/other groups?

What have you done to try to redress this situation?

What do you imagine would be an equitable solution to your complaint?



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Text File

File Number: 22-0343

Agenda Date: 6/8/2022

Version: 1

Status: Referred with Direction

In Control: Human Rights Commission

File Type: General Item

Agenda Number:

LA CROSSE HUMAN RIGHTS COMMISSION

I. ORDINANCE 4855

The Human Rights Commission receives, initiates and investigates all complaints alleging discriminatory practice with respect to any discriminatory practice prohibited by City Ordinance.

II. MISSION STATEMENT

Working for the dignity and safety of the La Crosse community by promoting diversity, equity, and inclusion.

III. ANNUAL PROGRAM

In addition to receiving, initiating and investigating all complaints alleging discriminatory practice (in accordance to Ordinance 4855), the La Crosse Human Rights Commission shall:

- i. Identify an annual strategic priority (an issue of local importance that is in line with Ordinance 4855 and is supported by our mission statement).
- ii. Create a community-wide educational opportunity to inform the local population about the strategic priority.
- iii. Advocate for city-wide legislative reform related to the strategic priority.
- iv. Offer grant funds to local businesses and groups that seek to advance the cause of the Human Rights Commission's strategic priority through their organization.
- v. An annual fundraising event may be considered to raise funds for the grant program.



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Text File

File Number: 22-0062

Agenda Date: 6/8/2022

Version: 1

Status: Referred

In Control: Human Rights Commission

File Type: General Item

Agenda Number:



City of La Crosse, Wisconsin

City Hall
400 La Crosse Street
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Text File

File Number: 22-0054

Agenda Date: 4/13/2022

Version: 1

Status: No Action Taken

In Control: Human Rights Commission

File Type: General Item

Agenda Number: