

DIVERSITY AFFAIRS COMMISSION (DAC)
STEERING COMMITTEE
In person & via Zoom

DATE: SEPTEMBER 08, 2022

TIME: 5:30 P.M.

PLACE: JAMES P. COUGHLIN CENTER (JPCC)
625 E. COUNTY ROAD Y, SUITE 600
OSHKOSH, WI 54901-8131

PRESENT: JAROD LONGSINE, CHAIRMAN
RACHAEL DOWLING
KAY HORAN
TAMEESHA JACKSON

ABSENT: KATHRYN NOLL-ARIAS

ALSO PRESENT: SUSAN ERTMER – COUNTY CLERK
CASSIE SMITH-GREGOR – COUNTY CLERK'S OFFICE
SHANAH ZASTERA – COUNTY BOARD SUPERVISOR
MELLISA STAFFORD – CITIZEN
TAMAR MATHWIG – CITIZEN
JOANIE BEEM – CITIZEN

VIRTUAL: BRYAN STAFFORD – COUNTY BOARD SUPERVISOR
CONLEY HANSON – COUNTY BOARD SUPERVISOR
CHRIS VIAU – UW EXTENSION AREA DIRECTOR
JENNIFER KOZER – CITIZEN
KATIE CAMPBELL – CITIZEN
ADAM AHRENS – CITIZEN
PAULIE WALNUTS – CITIZEN

1. **Roll Call.**

Chairman Jared Longsine called the meeting to order at 5:32 p.m.

2. **Invocation – Supervisor Horan.**

The meeting was opened with the Pledge of Allegiance and the invocation by Kay Horan.

3. **Adopt Agenda.**

Motion by Tameesha Jackson and seconded by Rachael Dowling to adopt the agenda for tonight's meeting. MOTION CARRIES.

4. **Approve Minutes from August 4, 2022 meeting.**

Please make a change to the minutes that Chris Viau was not in attendance at last meeting.

A motion to approve the minutes with the correction for the August 4th minutes made by Rachael Dowling, seconded by Kay Horan. MOTION CARRIES.

5. Public comment

- Joanie Beem spoke out in favor of dissolving the Diversity Affairs Commission (DAC). Urge the members to vote to dissolve DAC.
- County Board Supervisor Zastera respectfully requests the members to dissolve DAC.
- Tamar Mathwig has a degree in social work and is interested in becoming a member of the DAC if the commission is not dissolved.
- Mellisa Stafford stated she has a degree in HR and has a diversity background and is here tonight to participate and interested in becoming a member of the DAC if the commission is not dissolved.
- Jenifer Kozer spoke out in favor and respectfully requests the members to dissolve DAC.
- Diane Kozer stated her opinion mirrors her daughters perfectly and urges the members to dissolve the DAC.
- DAC member, Rachael Dowling, received an email from County Board Supervisor Michael Norton notifying us that 09/15/2022-10/15/2022 is Hispanic Heritage month. He asked the current members to do an event regarding that. However, that would have been the last group to plan that event. Not sure why they didn't think of it at that time. We had our last education event meeting last Thursday. 24 people attended that meeting and we had heard from a community member named Judy and spoke about her time in Assisted Living.

6. History of DAC – Supervisor Horan.

Kay Horan reported that a resolution was made in 2020 to start DAC and then they needed to come up with bylaws, a strategic plan and a way to move forward and have things in action.

As we think of terms of the viability of this commission, the people coming on to the group should have a little education on this commission. The UW Education, Extension and Agriculture Committee is actually the committee in charge or the umbrella that is over the DAC.

Back in July, the minutes stated the Diversity Action Commission has been unable to meet since the new scheduling requirements began. Chairperson Lateria Garrett resigned and County Board Supervisor Binder requested consideration to add a part-time position to the DAC to coordinate the members. There was some discussion along those lines and consideration for that request. At the next UW Extension meeting, it looks like this potentially will be raised.

The DAC has also had some issues regarding the recording of our meetings and our educational programs. What happened was there was an educational program set up for the special needs group. They set it up and asked a parent to speak about their child and 15-20 minutes prior to the meeting, it was cancelled because the parent did not want any recording of her child online. Mandi Dornfeld was instrumental in getting DAC and the educational programs started. Mandi has since left for a different position. Kay read Mandi's letter re: explanation of the situation that occurred. After the incident, it had come to Mandi's attention that some of the members had planned to dissolve this commission. Based on everything Mandi shared, she agrees with the recommendation.

Kay Horan stated that County Board Supervisor Binder wanted a new position for a coordinator to guide DAC and is trying to get that into the budget. If it doesn't get into the budget, Supervisor Binder would support dissolving the DAC. County Board Supervisor Norton would support putting the DAC under a different authority.

Rachael Dowling was at the last UW Extension meeting. Supervisor Binder had asked about the salary for that position. Rachael spoke with County Executive Doemel regarding the suggested salary for this position 75,000-90,000 annually. County Executive Doemel stated we just don't have the budget for that, they are looking for people to plow roads right now. Rachael Dowling supports County Executive Doemel's decision.

Chris Viau, the area Extension director for area 10, covering Calumet, Outagamie and Winnebago Counties serves as administrator and have department head responsibilities in all three counties. Mandi Dornfeld who has worked with this committee previously has taken a role of Area Extension Director in area 8. Chris works and supports the committee and makes sure that agendas have items that need to be discussed, resolutions or action items that need review from other departments that they have the opportunity to be reviewed according to the process and then they can be put on the agenda and support items can be placed into the agenda packets. His main connection with the DAC tonight is if there is any action taken tonight, to work with that committee to get that action to move forward to the UW Education, Extension and Agriculture Committee for their action related to anything that may be discussed tonight.

7. Review and Amend DAC Bylaws – Discussion and Possible Vote

Chairman Longsine discussed the DAC Bylaws. He would like to table this conversation until the October meeting. He would like to discuss more changes to bylaws but need to go over in more detail. Motion made by Jared Longsine to table to next meeting, seconded by Kay Horan. MOTION CARRIES.

8. Discussion of Diversity Leadership Position for Winnebago County

County Board Supervisor Binder had asked if any other counties that Chris Viau worked with that had a Diversity coordinator or leadership. Chris said that Outagamie County did have a position and provided a link to that position description that is available on the internet. That link did list the salary range for the position that they had posted. That is the information I did give Supervisor Binder which he may have used as a potential range.

Rachael Dowling stated that UW Extension Committee did see flaws in the system and thought they needed someone to spearhead the educational events as well as the direction of the group. Her concern is DAC has a minimum of 6 educational events each year and that is a lot to pay someone to organize 6 meetings.

Jared Longsine stated that the strategic plan ends at the end of the year. He went on to discuss the educational meetings, these will always have to be recorded. He stated that it seemed to be most of the individuals at the last meeting were county folks but he couldn't be sure how many participated were employees or county citizens. When the educational events are being held at 3:00 pm, most people are working or getting kids from school so they are missing out on this live feed because of the timing of the meeting. If the goal is to get the county employees to attend these meetings, why is this commission handling this when it simply could be handled by HR or Health department. We do not need a commission to reach them. Jared stated if there is a proposition to have a diversity leadership position for however how many thousands of dollars each year to have these meetings, it seems to be a little over kill for what this commission is trying to do.

Dowling stated that Binder brought up at the UW Extension meeting was that he wanted the DAC to help with county employees as well as the public. Dowling has a concern that no other committees or commissions currently oversee county employees. From a logistic standpoint, she is not sure they would have precedence over these people that work for the county.

Jared Longsine stated it is a little bit outside of our commission. It is their mission to bring our community together. He should be able to sit around other people different than him and listen to their stories. We could all learn a lot from our community members.

Chris Viau stated that Binder asked if a position like this would fit within the Extension department. The best place for a position like this if this were to advance or move forward would be from HR and/or under the Director of Administration. It would connect to so many different functions of county government. That would be the more appropriate place so that was some feedback he provided to Supervisor Binder.

Jared Longsine stated this is discussion only, we are not voting on anything. His point again is that it doesn't sound like County Executive Doemel is going to allot for this. If there is a diversity leadership position, it should probably be handled from Human Resources that would have oversight over that position.

9. Second Vote for Dissolution of DAC – Discussion, Recommendations, and Possible Vote.

Jared Longsine read the DAC mission statement. We are consistently asked to do things that are not in our bylaws. He explained the DAC doesn't have any "teeth" to make things happen. If the Winnebago County HR makes or dictate or the Health Department works in conjunction, that's one thing but DAC has zero impact. DAC does educational events and talks. And we still are beholden to UW Extension. The functional thing we are doing is setting up educational events that happens a minimum of 6 times/year. To bring the all the resources together, Jared's opinion with DAC bylaws, strategic plan and the way they are set up under the UW Extension, they are not going to be a functional group.

Jared read the resolution.

Kay Horan stated that if they vote to dissolve DAC tonight, it will then be presented to the UW Extension committee members who will then vote on to dissolve DAC. If it passes there, then it would be forwarded to the County Board of Supervisors for final vote.

Rachael Dowling stated the resolution should be amended. On Paragraph 5, the period needs to be changed to a comma after Whereas.

Motion to accept resolution made by Tameesha Jackson, seconded by Rachael Dowling.
MOTION CARRIES.

10. Adjournment.

Next meeting date 10/13/2022 at 5:30 pm.

A motion to adjourn was made at 6:41pm by Kay Horan, seconded by Tameesha Jackson.
MOTION CARRIES.

Respectfully Submitted:

Cassie Smith-Gregor
Winnebago County Clerk's Office