

IDEA Minutes August 16, 2023 at 6:00 p.m.

The meeting of the IDEA Committee was held as a virtual meeting on Zoom:

https://us02web.zoom.us/j/84889723302

Meeting ID: 848 8972 3302

Present	Abha Thakkar, Laura Roeven, Kelly Cuene, Kathy Andrusz, Jennifer Mohyddin, Tim Swadley
Absent	
Guests	
Communication	

Agenda Item	Point Person	Notes / Motions Offered & Results (Motion by [name] Motion carried by [results])
Call to Order	Chair	AbhaThakkar called the meeting to order at 6:05 pm
Approval of Minutes	Chair	No previous minutes to approve.
Introductions	Abha	
Discuss Roles & Responsibilities Designate a Chair, Vice Chair, Secretary	Abha / Mayor Swadley	Chair: TBD Vice Chair: Laura Roeven Secretary: Kristin Forde Will vote at next meeting
Announcements of upcoming learning opportunities	Abha	YWCA Madison 2023 Racial Justice Summit: http://ywcamadison.org/racial-justice-summit Contact Abha if interested in a scholarship
Discussion of member recruitment and retention	Abha	-Discussion on stipends for committee work -Tim and Abha will follow up with each other separately
Review structure of other municipal plans	Abha	-Several municipal plans demonstrating a range of impact and scope were shared: King County, Washington State: https://aqua.kingcounty.gov/dnrp/library/dnrp-directors-office/equity-social-justice/201609-ESJ-SP-FULL.pdf City of Philadelphia DEI Plan Template: https://www.phila.gov/media/20230124131349/DEI-plan-template-2023.pdf Hillsboro, Oregon: https://www.hillsboro-oregon.gov/our-city/diversity-equity-and-inclusion

		<p>Roseville, MN: https://performance.envisio.com/dashboard/cityofrosevillemn/</p> <p>Morgantown, WV: https://www.morgantownwv.gov/DocumentCenter/View/3269/Diversity-Equity-and-Inclusion-Plan---Adopted-March-3-2020</p> <p>City of Madison Racial Equity Social Justice (RESJ) Tool: https://www.cityofmadison.com/civil-rights/documents/ComprehensiveRacialEquityAnalysis.docx</p>
<p>Review Terms</p> <p>a. Intersectionality</p> <p>b. Levels of Impact</p> <p>c. Power</p>	Abha	<p>-Intersecting Axes of Privilege/Oppression presented (PDF attached)</p> <p>-Demonstration of levels of impact - committee was asked to consider which levels of impact our IDEA plan should focus on for Stoughton (PDF attached)</p> <p>-Definition of Power provided</p> <p>-Committee asked to complete Reflections on Power worksheet (PDF attached)</p>
Ideas for Community Engagement and Outreach	Abha	Deferred agenda item
Future Agenda Items	Abha/ Members	<ul style="list-style-type: none"> ● Establishing our group agreements in the context of identity and power. ● Finalizing the scope & timeline of our plan ● Developing a community engagement strategy ● Reviewing our reflections on power and the levels of impact ● An exploration of US history and various justice movements ● Trauma and its role and impact on ourselves and our communities ● Dominant Culture & Liberatory Practice ● Moving from Punitive Justice to Restorative and Transformative Culture ● Others?
Adjournment	Chair	Motion by Kristin Forde to Adjourn, second by Laure Roeven at 8:08 Motion [carried]