



OFFICIAL NOTICE AND AGENDA

Notice is hereby given that the IDEA Committee of the City of Stoughton, Wisconsin will hold a regular or special meeting as indicated on the date, time and location given below.

Meeting of the: **Inclusion, Diversity, Equity and Accessibility (IDEA) Committee**
Date/Time: Wednesday, October 18, 2023 @ 6-8 p.m. Central Time (US and Canada)
Location: Join Zoom Meeting
<https://us02web.zoom.us/j/87541640586>
Meeting ID: 875 4164 0586
One tap mobile
+13017158592,,87541640586# US (Washington DC)
+13052241968,,87541640586# US

Members: Peggy Albertson, Amanda Burian, Kelly Cuene, Kristin Forde, AJ Gillingham, Jessica Hart Andrie, Cindi Hedstrom, Mary Hermes, Dan Keyser, Jennifer McKenzie, Laura Roeven

Item # AGENDA

1. Call to Order
2. Group Agreements, Check-In & Introductions
3. Approval of 9-20-23 Minutes

OLD BUSINESS

NEW BUSINESS

4. Discuss Roles & Responsibilities: Designate a Chair
5. Discussion of member recruitment and retention – update
6. Reflection on exercises from August and September - any insights for our work together?
 - Intersectionality, Power and Levels of Impact
 - Social Determinants of Health, Trauma
7. New Concepts
 - Moving from Punitive Justice to Restorative and Transformative Culture
 - Accountability
 - Dominant Culture vs Liberatory Practice (if time)
 - Reflection exercises to take home
8. Next Steps: Data collection
 - City practices audit
 - Community DEI survey

FUTURE AGENDA ITEMS

ADJOURNMENT

cc. Mayor Swadley, Department Heads, Council, Attorney Matt Dregne, Library Clerical Asst., Receptionists, Stoughton Newspapers/Wisc State Journal *Note: An expanded meeting may constitute a quorum of the Council. Meeting may close per Statutes 19.85 (1)(b) to consider the licensing of a person, then reopen for regular course of business.

IDEA Minutes September 20, 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/86073882323>

Meeting ID: 860 7388 2323

Present	Abha Thakkar, AJ Gillingham, Jessica Hart Andrle, Dan Keyser, Mary Hermes, Tim Swadley, Jennifer Mohddin, Laura Roeven, Kelly Cuene, Peg Albertson, Kristin Forde
Absent	
Guests	
Communication	

Agenda Item	Point Person	Notes / Motions Offered & Results (Motion by [name] Motion carried by [results])
Call to Order	Chair	
Check-In & Introductions	Abha	-Are there any identities that you'd like to share with the group? -What do you think are the most important things for Stoughton to address when it comes to IDEA?
Approval of Minutes	Chair	-Motion to approve: Laura Roeven Second: Peg Albertson - Motion Carries 4-0
Discuss Roles & Responsibilities: Designate a Chair	Abha / Mayor Swadley	-Discussed the possibility of having co-chairs -Tabled chair election
Discussion of member recruitment and retention	Abha	-Discussed lack of racial diversity on the committee -Discussed implementing compensation for committee members to make participation more accessible -Discussed recruitment efforts and affinity spaces to increase racial diversity on the committee
Establishing Group Agreements	Abha	
Reflection on exercises from August - any insights for our work together? ● Intersectionality, Power and Levels of Impact	Abha	-Group shared experiences with intersectionality exercise -Discussed definition of power -Discussed levels of impact

<ul style="list-style-type: none"> ● Reflections on other municipal plans? 		
<p>Review Terms</p> <p>a. Social determinants of health</p> <p>b. Trauma</p>	<p>Abha</p>	<p>a. -Social determinant of health defined and discussed:</p> <p>-conditions in which people are born, grow, live, work and age which are shaped by the distribution of money, power and resources:</p> <ul style="list-style-type: none"> -income -access to health care -food access -education -employment - job opportunities -housing -experiences of racism and discrimination -neighborhood conditions -transportation systems -social connections -psychological <p>EDUCATION ACCESS AND QUALITY</p> <ul style="list-style-type: none"> Early Childhood Development and Education Enrollment in Higher Education High School Graduation Language and Literacy <p>HEALTH CARE ACCESS & QUALITY</p> <ul style="list-style-type: none"> Access to Health Services Access to Primary Care Health Literacy <p>NEIGHBORHOOD & BUILT ENVIRONMENT</p> <ul style="list-style-type: none"> Access to Foods That Support Healthy Dietary Patterns Crime and Violence Environmental Conditions Quality of Housing <p>SOCIAL & COMMUNITY CONTEXT</p> <ul style="list-style-type: none"> Civic Participation Discrimination Incarceration

		<p>Social Cohesion</p> <p>b. Trauma informed lens defined and discussed</p> <p>---Adverse Childhood Experience defined and discussed</p> <p>-shifting from “what’s wrong with you to what’s happened to you”</p>
Future Agenda Items	Abha/ Members	<ul style="list-style-type: none"> ● Data - what we know, what we need to know, how to gather it <ul style="list-style-type: none"> ○ City practices audit ○ Community DEI survey ○ Other community engagement possibilities ● Moving from Punitive Justice to Restorative and Transformative Culture ● Accountability ● Dominant Culture & Liberatory Practice ● Others?
Adjournment	Chair	Motion: Dan Keyser Second: Peg Albertson