

FINAL REPORT OF THE EAU CLAIRE COMMUNITY TASK FORCE ON RACIAL JUSTICE

MISSION STATEMENT

- The goal of the Community Task Force on Racial Justice is to recommend strategies that the community can adopt to reduce prejudice and discrimination based on race and ethnicity.
- The Task Force will gather information through various community outreach efforts, evaluate this information, and develop recommendations for the City Council and other civic leaders.
- Implementation of these recommendations will enable the city to achieve a clearer understanding of how racism affects the lives of everyone as we build a community enriched by its diversity.

BACKGROUND

In November 1994 University of Wisconsin-Eau Claire Chancellor Larry Schnack and Eau Claire City Council President Mark Lewis appointed a University-Community Committee on Racial Diversity to look at issues related to the problem of racism in Eau Claire. The eighteen member committee was specifically charged with identifying "community needs for such things as education/training, cooperative programs/activities, opportunities" and with making "recommendations for other areas of study which the University, City, and other organizations might address."

After some discussion of its charge, the University-Community Committee decided to organize community roundtable discussion to expand community understanding about racial diversity issues and to identify areas of community concern. The Committee customized discussion materials provided by the Study Circle Resource Center of Pomfret, Connecticut, trained 35 discussion facilitators, and organized 13 community discussion groups. Over 130 citizens participated in these initial "circles of change" dialogues held in February and March 1997. Although the focus of the discussion roundtables was to provide opportunities in a public setting for citizens to talk about racism, participants also developed a list of suggestions for future community action. These suggestions are listed in the Committee's final report submitted in May 1997.

In March and April 1998 a second round of Circles of Change groups was organized. Over 40 citizens participated in the discussions.

From 1998 to 2000 a small ad hoc group of citizens met regularly to review the Circle of Change process and to discuss how to propose a new agenda for racial justice in Eau Claire. In March 2000 the ad hoc group was expanded to draw a more diverse community membership for the purpose of evaluating alternative strategies for addressing racial justice issues in the community.

In May 2000 the Ad Hoc Committee on Racial Justice submitted a letter to the City Council asking the Council to form a Community Task Force on Racial Justice. In the fall of 2000 the City solicited applications from citizens for the task force. On December 12, 2000, the City Council appointed a 24 member Community Task Force on Racial Justice and charged the group with assessing the extent of racism in Eau Claire and recommending actions the City should take to promote racial justice in the community.

All of the meetings of the Task Force and its subcommittees were considered public meetings and were noticed in accordance with City procedures. The first meeting of the Task Force was held on January 15, 2001. Eighteen full Task Force meetings were held from January through November. Numerous additional meetings were held by the Strategic Planning, Community Outreach, Public Information, and Institutional subcommittees. On June 19, 2001, the Task Force sponsored a public Racial Unity Celebration at Carson Park. In September and October 2001 seven public listening sessions were advertised and held at locations throughout the community including South Middle School, L.E. Phillips Memorial Library, University of Wisconsin-Eau Claire Davies Center, Northstar Middle School, Eau Claire School District Early Intervention Program office, and the Hmong Mutual Assistance Association meeting room. An additional listening session was also held with the Upward Bound student participants at the University of Wisconsin-Eau Claire.

Throughout its deliberations, the Task Force worked with local media to provide information about racial justice issues in Eau Claire and the ongoing work of the Task Force. Substantive articles on the work of the Task Force appeared in the Leader-Telegram in December 2000, and May, June, July, and September 2001. Several of the Task Force activities, including the Listening Session at the Library were taped by PAC-TV. From September 6-19, 2001, the Task Force completed an extensive effort to publicize the fall listening sessions. Public information activities for the listening sessions included Leader-Telegram and television coverage of the listening sessions, bannered ads in the Leader-Telegram announcing the dates and locations of the listening sessions, and invitations and flyers to the community's neighborhood associations.

PROFILE OF DIVERSITY IN EAU CLAIRE

I. Historical Perspective on Diversity

"Eau Claire. That's French for clear water."

As any resident of Eau Claire knows, we often have to explain the name of our city, as well as spell it, for people who do not live here. That predicament is an important reminder of our city's history of diversity.

Diversity in the Eau Claire area began with the arrival of Europeans and European Americans, who were coming onto the land of Native Americans. The City of Eau Claire lies within the ceded territory, the upper one-third of Wisconsin that the Chippewa Indians turned over to the U.S. government through treaties in the 1830s and 1840s. By 1890 diversity was very evident through the presence of different European ethnic groups, including Germans, Norwegians, and Irish who had distinctive languages, religions, and other cultural traits. That year 70 percent of the Eau Claire population were either immigrants or the children of immigrants.

A number of factors during the early and middle 1900s ushered in a temporary period of homogeneity rather than diversity. Historians cite a large number of factors that led to cultural amalgamation and assimilation among European Americans. The U.S. Congress severely restricted immigration from Europe beginning in the 1920s thus reducing the in-flow of foreigners and increasing the proportion of native-born residents. The Great Depression and World War II were dramatic national events that pulled people from their hometowns and gave them a broader identification with the country as a whole. The development of mass communication, such as television, created a national popular culture through which people from all parts of the country participated. Increasing levels of education at the high school and college level contributed to a new national culture, greater intermarriage across religious lines, and migration from small to large cities where workers could use their new skills. These developments over a period of about fifty years diminished what were once strong ethnic differences among European Americans in Eau Claire and the country as a whole. But other changes eventually took place.

The beginning of the new diversity in Eau Claire occurred in the late 1970s following the collapse of pro-American governments in Vietnam, Cambodia, and Laos. The U.S. Central Intelligence Agency recruited an army of more than 30,000 Hmong soldiers in Laos to combat communist Lao and Vietnamese troops. However, the U.S. government failed to evacuate these soldiers and their families when it withdrew from the war in Southeast Asia. The communist Lao and Vietnamese governments persecuted the Hmong because they had been allies of the United States.

This persecution led to the need for more than 150,000 Hmong soldiers and their families to flee to Thailand and eventually seek asylum in the United States and few other western countries.

The first Hmong refugees arrived in Eau Claire in the late 1970s through the sponsorship of local churches. By the mid 1980s the Hmong American population in the city numbered 1,000 and, according to local reports, reached more than 2,000 by 1990. Many Hmong Americans living in Eau Claire chose to move here after being resettled in some other part of the United States. Their motives for moving included reuniting with kin, educational opportunities at the university and technical college, and quality of life and access to nature compared with living in large urban areas.

II. Statistical Profile of Diversity

In addition to political factors, economic development and worker recruitment have also diversified the Eau Claire population. The University of Wisconsin-Eau Claire expanded from a teacher's college to a university with a strong regional reputation. The Midelfort Clinic and Luther Hospital became integrated with the Mayo Clinic of Rochester, MN. Unusual for a city of its size, Eau Claire also has an additional major hospital, Sacred Heart. Record breaking growth in the manufacturing and service industries in the late 1990s further expanded the diversity of the Eau Claire work force. These and other institutions, such as government agencies, increasingly began hiring from regional and national labor markets, thus bringing to the city a stream of skilled workers more representative of the diversity in the U.S. population. The 2000 U.S. Census reveals how these trends have diversified Eau Claire population, which was literally 99 percent white in 1980 (see Table 1).

Table 1. Race and Ethnicity of Eau Claire Residents.

	1980		1990		2000	
	Percent	Residents	Percent	Residents	Percent	Residents
White	99	49,187	95	52,304	93	57,308
Black	*	126	*	203	*	420
Asian or Pacific Islander	*	227	4	1,997	4	2,277
Hispanic	*	186	*	337	1	619
American Indian	*	177	8	317	*	327
Two or More Races	NA		NA		1	711
TOTAL		49,903		55,158		61,662

* Less than 1 percent.

Note: Hispanics are excluded from the tabulations for whites, blacks, Asians and American Indians.

(Source: U.S. Census)

These numbers from the U.S. Census fail to capture the full range of diversity in Eau Claire for several reasons. Age groups are an important dimension of diversity that is missing from the figures in Table 1. Although minorities account for 7 percent of the total city population, they account for slightly more than 12 percent of the students in the public schools (see Table 2). Minority students comprised only 8 percent of the student body in 1990, an increase of more than 50 percent in ten years. The minorities who move to Eau Claire tend to be younger than the typical resident and therefore more likely to be in the early or middle stages of family life. Although the Eau Claire School District does make projections about future composition of the student body, this difference in family life is one reason why racial and ethnic minorities are an increasing proportion of the Eau Claire population.

Table 2. Race and Ethnicity of Students in the Eau Claire Area School District.

	1990		2000	
	Percent	Students	Percent	Students
White	92	9,757	88	9,875
Black	*	42	1	138
Asian or Pacific Islander	7	697	9	1,068
Hispanic	*	44	1	93
American Indian or Alaskan Native	*	78	1	94
TOTAL		10,618		11,268

* Less than 1 percent.

(Source: Eau Claire School District.)

Another issue disproportionately affecting children is having parents of different races and ethnic groups. Prior to the 2000 U.S. Census people of multiple racial ancestries were forced to identify themselves by a single racial category. Many documents used in Eau Claire continue to follow this out dated format although federal forms have changed. But more than 700 individuals in Eau Claire claim more than one racial ancestry.

For privacy reasons the U.S. Census does not enumerate religious groups. Jews have lived in Eau Claire for one hundred years and a synagogue has held services since the 1960's. The Baha'i faith elected an assembly in the 1970's (the only one in northern Wisconsin). An Islamic mosque began holding services in Altoona in the 1990's. Significant Amish and Mennonite communities exist near Eau Claire.

Also missing from the U.S. Census data for Eau Claire are students whose primary place of residence is not in the city, and who are therefore not counted. Approximately 150 exchange students from Asia, Africa, Latin America, and Europe attend the university each year. The public high schools also enroll about 20 international exchange students

annually. Since exchange students stay in Eau Claire for only one year and are then replaced by new arrivals, over a ten year period the Eau Claire population contains an additional 1,700 foreigners from around the world who never appear in official statistics and yet bring diversity to the city.

The native-born minority students at the university have also increased over time (see Table 3). In 1990 the university matriculated only 70 minority students. In 1999 136 minority students entered the university. During this period the university enrolled 1,164 new minority students, most of whom would not be counted by the U.S. Census since they did not permanently reside in Eau Claire. The university expects to further increase the diversity of its student body.

Table 3. Number of Minority Students Attending the University of Wisconsin-Eau Claire.

	1990	2000
Black	60	84
Asian or Pacific Islander	88	212
Hispanic	41	103
American Indian or Alaskan Native	43	67
TOTAL	232	466

(Source: University of Wisconsin-Eau Claire.)

A final unenumerated racial and ethnic population in the city are students who attend the Chippewa Valley Technical College (CVTC) but live outside of the City of Eau Claire. More than 130 such students are currently in this situation (see Table 4). Assuming that these students attend the CVTC for two years, then over a ten year period that would mean approximately 650 additional racial and ethnic minorities who are present in the city but would not be found in the census statistics.

Table 4. Number of Minority Students Attending the Chippewa Valley Technical College Who Live Outside of the City of Eau Claire (2001).*

Black	15
Asian or Pacific Islander	57
Hispanic	35
American Indian or Alaskan Native	29
TOTAL	136

* Includes credit and noncredit earning students.
(Source: Chippewa Valley Technical College.)

The City of Eau Claire is clearly much more diverse now than in the recent past and its links with regional, national, and even international trends mean that race and ethnicity will continue to matter in the city's future. Diversity in Eau Claire is not temporary. It is the lack of diversity during a comparatively short period of about 50 years that has proved temporary.

EXTENT AND IMPACT OF RACIAL AND ETHNIC INEQUALITY

I. Types of Racial and Ethnic Inequalities

Racial and ethnic inequality results from discrimination: the unequal treatment of people based on their group characteristics. Discrimination can take two forms: institutional and social.

Institutional discrimination results from the actions of personnel in formal organizations like local government, businesses, and schools. People who hold positions in such organizations have the power to affect others through discretionary decision making. For example, law enforcement officers routinely decide who to give traffic violation citations to and who to let off with a warning. Similarly, managers in businesses decide which job applicants to hire and landlords decide who will become their tenants. School administrators decide when to intervene in student behaviors, and who to discipline. When such decision making is influenced by negative racial and

ethnic judgments the result is institutional discrimination for members of racial and ethnic minorities.

Where institutional discrimination is about the practices of people with job titles in organizations, social discrimination is the result of behavior by everyday people in everyday situations. Social discrimination therefore occurs through interpersonal interactions in public places that stigmatize members of racial and ethnic minorities. Classrooms, buses, and neighborhoods can all be sites in which members of a dominant group mistreat members of racial and ethnic minorities and make them feel unwelcome and inferior. For example, a member of a dominant group may purposefully mistreat a member of a racial and ethnic minority by verbal and/or physical harassment. Another example would be European American neighbors who refuse to associate with a Hmong American family on their block and withhold the usual pleasantries exchanged by neighbors. Finally, social discrimination also includes the general sense of alienation that members of racial and ethnic minorities feel in a community that sees diversity as a liability and denies the existence of institutional discrimination.

II. Survey and Listening Session Results

The Task Force used both surveys and listening sessions to gather information on the extent of racial and ethnic inequality in the city and to generate recommendations for improvement. Surveys were sent to businesses and community leaders. The listening sessions were for the general public.

Survey of Businesses

A one-page survey was sent to 60 randomly selected employers plus 21 lending institutions and realty offices in Eau Claire to determine how they are responding to the increasing diversity in the city. The survey asked for the name of a contact person who works on this issue and for a brief description of the company's affirmative action plan. The Task Force was dismayed that only 12 businesses (15 percent) responded. Of these 12 responses, 7 stated that they do not have procedures for promoting the inclusion of minority groups. Two others stated that they have such plans but that this information is confidential. Only one business actually provided a complete description of its policy. Based on the low response rate, and the absence of affirmative action plans among those who did respond, the Task Force concluded that the Eau Claire business community did not place a high priority on addressing diversity issues in the community.

Survey of Community Leaders

A one-page survey was sent to community leaders of 222 neighborhood associations, service clubs, and non-profit organizations in Eau Claire. Respondents were not asked to identify themselves but only to describe the extent of racial and ethnic discrimination in the city. The Task Force received

only 57 responses (26 percent). These leaders overwhelmingly focused on social discrimination. They did give a few reports of institutional discrimination (mostly on employment, law enforcement, and housing). But the vast majority described a general lack of acceptance of diversity by the majority community. Phrases like "undercurrent of non-acceptance," "not abused just not included," and "ignorance not antagonism" convey that these leaders see Eau Claire as a community in which racial and ethnic minorities do not feel welcome. Other recurring words used to describe this situation include "segregation," "isolation," and "hard time fitting in." One seemed to speak for many when s/he wrote: "I don't see diversity as being welcomed in our community and this is wrong."

Listening Sessions

The Task Force held seven listening sessions to provide residents of the city with the opportunity to express their views on the extent of racial and ethnic inequality in Eau Claire. Approximately 150 city residents attended the sessions. The number of participants at each session ranged from 12 to 30. The format varied slightly from session to session, such as whether discussions took place in smaller groups or among all participants. In all sessions, however, participants were asked to describe the extent of racial and ethnic inequality in Eau Claire, to provide examples, and to suggest recommendations for reducing inequality.

It was not the purpose of the Task Force to verify the comments of participants nor determine which events did or did not occur. Instead, the Task Force saw its responsibility as conveying the participants' beliefs and perceptions about the degree to which racial and ethnic inequality is a problem in Eau Claire.

The sessions that took place were held at the following locations: L.E. Phillips Memorial Public Library, the University of Wisconsin-Eau Claire (two sessions), Northstar Middle School, South Middle School, Eau School District Early Intervention Office, and the Hmong Mutual Assistance Association. The participants at these sessions varied considerably in their racial and ethnic composition, as well as in their ages. Two groups were exclusively public school students. Hmong Americans accounted for all of the participants at two sessions. Two other sessions contained a mix of racial and ethnic groups. At three sessions the participants were predominantly European Americans. To ensure the confidentiality of participants, the Task Force agreed to summarize the results of these listening sessions but not to identify their locations nor the types of participants present.

Listening Session A. Similar to the community leaders, the main theme among the participants at this listening session is social discrimination. They described feelings of alienation by members of racial and ethnic minorities and the lack of sense of inclusiveness in the larger community. Phrases like "not accepted," "separate communities," "not tolerant of differences," and

"racism is not apparent, but exists" convey the belief that Eau Claire does not openly communicate about diversity and racial and ethnic inequality. Some participants also cited institutional discrimination (particularly police and housing).

Listening Session B. By far the major concern raised at this listening session is institutional discrimination, principally by the police. Participants provided numerous accounts of unfair treatment by police. Most of these accounts cited traffic accidents or moving violations in which the police were perceived as citing a driver without equally communicating to all parties involved. Other accounts of discrimination by the police described failures to adequately follow-up reported crimes. Several participants also described employment discrimination. A second, but less pronounced, concern was social discrimination. Several participants reported experiences of racial epithets and threatening physical behavior.

Listening Session C. This group primarily expressed concerns about social discrimination. Some described racial slurs and racist comments to be a common experience in schools. The greatest concern, however, is with a general feeling of animosity and alienation among students from different racial and ethnic groups. They describe an unhealthy social atmosphere in which differences mean that "we just sometimes don't get along." Another described the unwritten code of conduct among students as "racial intermingling isn't welcome." Those who do cross ethnic boundaries through friendship and dating face ostracism from their co-ethnic peers. The lack of social interaction in school clubs, sports teams, and lunch rooms is cited by some as examples of this indirect social discrimination based on avoidance and rejection rather than direct interpersonal attacks.

Listening Session D. Institutional discrimination is the primary concern for this group. They cited incidents of police mistreatment of racial and ethnic minorities and poor service and surveillance of racial minorities in stores.

Listening Session E. Institutional discrimination is also the primary concern for this group. In addition to accounts of police mistreatment, participants also expressed concerns about unfair treatment by landlords and employers. Other participants are concerned about institutional discrimination in the form of biased media coverage and school curriculum.

Listening Session F. This group expressed concern about both forms of discrimination. A few participants described mistreatment by police and employers, as well as teachers who ignore or are biased when there are racial conflicts among students. Others described verbal harassment both in school and in the community. Some feel that diversity is stigmatized in Eau Claire.

Listening Session G. The main form of institutional discrimination cited in the group concerns the police. Housing and employment were also mentioned. Direct social discrimination in schools, such as verbal and

physical harassment, as well as indirect discrimination in schools, such as tokenism and lack of respect for diversity by teachers, are also cited.

III. Conclusions on Racial and Ethnic Inequality

Approximately 200 Eau Claire residents provided written or verbal comments on the extent of racial and ethnic inequality in the city. The Task Force concludes that a majority of the people who participated in our community outreach efforts believe strongly that inequality exists and is serious.

Institutional discrimination by law enforcement officers is the most frequently cited area of concern. Other forms of institutional discrimination reported include unfair treatment by landlords and employers. Some participants also see poor housing quality for racial and ethnic minorities, as well as low-paying jobs that lack the opportunity for advancement, as problems.

The second area of consensus is on the pervasive problem of social discrimination. Numerous participants agree that Eau Claire is not a unified community that values diversity. European Americans in the city are perceived as typically indifferent rather than welcoming towards others who are unlike them in race and/or ethnicity. The absence of public events and settings to bring people together is believed to encourage this attitude of avoidance. As a result, racial and ethnic minorities often feel stigmatized, shunned, and segregated. Some participants even report being the victims of racist verbal harassment, typically in schools.

RECOMMENDATIONS

Based on its activities over the past eleven months, the Task Force concluded that racial and ethnic inequality exists in Eau Claire, ranging from simple ignorance to overt racism. Action must be taken in two areas: **community relations** and **institutional practices**.

Our specific recommendations are based on several sources of information. Two documents from the National League of Cities provided guidance for the process of working with municipal government to prioritize diversity efforts: Undoing Racism: Fairness and Justice in America's Cities and Towns (1999) and The Campaign to Promote Racial Justice: A Workbook for Participating Cities (2000). The recommendations made at the seven listening sessions proved to be extremely insightful and the Task Force spent several meetings synthesizing this input. Comments from the survey of community leaders were also helpful. Finally, the Task Force drew upon its members own expertise and experiences in the community.

Racial Justice Goals

Community Relations. Our recommendations on community relations are meant to affect the social relationships and interactions in Eau Claire that

give residents a sense of membership, safety, and collective belonging. The goals are:

1. Publicly communicating the value of diversity to better educate the public.
2. Reducing feelings of alienation and segregation among racial and ethnic minorities.
3. Creating a more unified community that is enriched by its diversity.

Institutional Practices. Our recommendations on institutional practices are meant to affect the decision making of people in formal organizations and thus the quality and fairness of the services they provide to customers, clients, and the general public. The goals are:

1. Enforcing existing anti-discrimination and equal opportunity laws and creating new city ordinances when existing laws and policies are not effective.
2. Increasing communication with top personnel in institutions concerning problems experienced by the public.
3. Ensuring accessible and fair complaint and grievance procedures when discrimination occurs.

Immediate Actions

The first step toward achieving these goals on community relations and institutional practices requires a public statement by the City Council endorsing the work, findings, and recommendations of the Task Force. The Task Force therefore recommends that the City Council adopt a resolution stating:

1. That Eau Claire is a diverse community, that racism is unacceptable, and that the City Council is committed to eliminating racial injustice.
2. The City Manager is authorized to distribute the Task Force report to all households in the city.
3. The resolution will also request that all law enforcement agencies operating in the city, including university and college security, city police, and county sheriffs, advertise and in other ways educate the public about existing complaint and grievance procedures.

Actions Over the Next Six Months

A public statement by the City Council will start the process of prioritizing diversity efforts in the city. To fully implement this process will require on-going and continuous efforts to reduce racial and ethnic inequality and to build a community enriched by its diversity. To have a permanent and consistent means for achieving better community relations and institutional practices the Task Force recommends that the City Council take the following actions over the next six months:

1. **The City Council should become an active role model for diversity and demonstrate to the community that it values diversity efforts.** For example, Council members could:
 - attend diversity workshops
 - challenge others in the community to do the same
 - make more public appearances at events related to diversity
 - set an example of partnerships with a wider of groups and institutions in the city

2. **The City Council should create an Office of Diversity.** This office would focus, coordinate, and expand the work presently being done by the City Affirmative Action Office and the Police and Fire Commission. The Office of Diversity should have a full time coordinator to support the activities of two Citizens Commissions: one on Advocacy, the other on Dialogue. Each commission would comprise eleven members who are city residents, including two members of the City Council. It is imperative that these commissions have diverse, broad-based representation, including religious groups, education, labor, law enforcement, and business.

3. **The City Council should create a Commission on Advocacy within the Office of Diversity.** The primary purpose of this commission would be to assist individuals who believe they have been discriminated against by landlords, employers, law enforcement, educational institutions, the criminal justice system, or other organizations. This assistance could include providing advice, making referrals, following -up on formal complaints, coordinating the work of existing grievance procedures, and tracking the outcomes of complaints. To achieve these goals, the Office of Diversity and the Commission on Advocacy will work with community groups to:
 - Provide a means for residents to communicate and meet with the Coordinator and the Commission on Advocacy.
 - Inform the community by annually distributing to all households a directory listing federal, state, local, and nonprofit agencies handling discrimination complaints.
 - Report quarterly to the City Manager on the types and patterns of discrimination complaints made by residents.

- Require businesses recruited by the City or with which the City does business to submit a plan for insuring diversity and equal employment opportunities
- Promote better representation of racial and ethnic minorities in public organizations and citizen advisory committees and groups

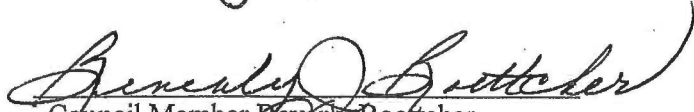
4. The City Council should create a Commission on Dialogue within the Office of Diversity. The primary purpose of this commission would be to foster better communication and knowledge about diversity as well as to provide settings for informal interaction among people from different racial and ethnic groups. To achieve these goals, the Office of Diversity and the Commission on Dialogue will work with community groups to:

- Enhance communication about diversity for the general population and select subgroups. For example, hold community forums, hold peer group workshops on diversity, sponsor citizen discussions on racial justice, and provide mentoring programs to address specific diversity needs, such as families that become diverse through adoption
- Support local diversity in Eau Claire through public events. For example, organize an annual diversity festival and provide grants to residents for the artistic expression of diversity which will then be publicly displayed.
- Encourage neighborhood associations, businesses, civic organizations and clubs, and labor organizations to be more inclusive. For example, conduct neighborhood projects that focus on diversity, develop cultural events, entice mutual community activities, and sponsor educational awareness.
- Hold an annual event at which the Commission on Dialogue publicly recognizes individuals and organizations for achievement in diversity efforts.
- Work through the media to enlarge community awareness of diversity.
- Bring diversity to Eau Claire through nationally recognized speakers and performers. These cultural events should be held in conjunction with local schools to ensure that a youth audience is reached.


5. To serve as an interim citizen advisory group to the City Council on matters related to racial justice, the City Council should appoint a Racial Justice Advisory Committee of eleven citizen members to assist in establishing the Office of Diversity and the two Citizens Commissions.

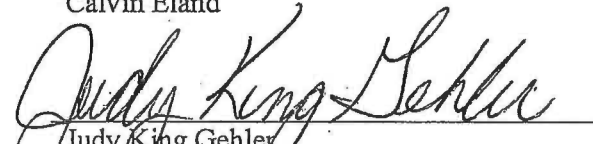
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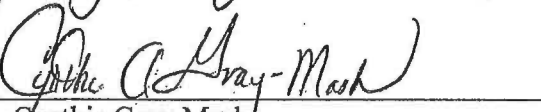

Council Member Berlye Middleton, Chair


Council Member Beverly Boettcher

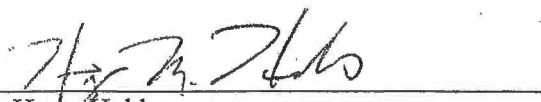

Joyce Cleavenger


Calvin Eland

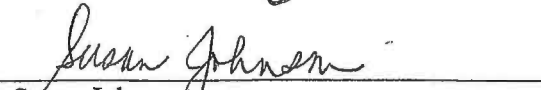

Judy King Gehler

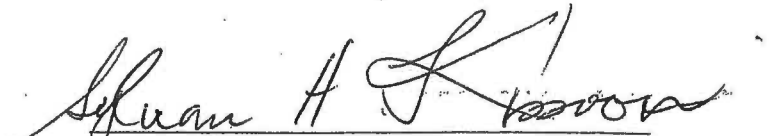

Cynthia Gray-Mash

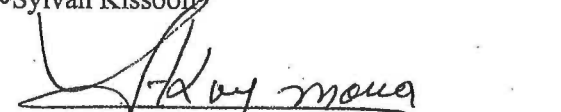

Jeremy Hein


Harry Hobbs



Mike Huggins


Susan Johnson


Sylvan Kissoon



Yong Kay Moua

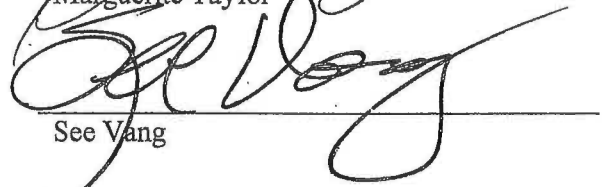

Brandon Rettke


Donald Rosby


Blia Vang Schwahn

Al Sega


Marguerite Taylor


See Vang

Grace Yang

RESOLUTION

RESOLUTION CONCERNING DIVERSITY AND RACIAL JUSTICE IN EAU CLAIRE

WHEREAS, the Community Task Force on Racial Justice has found that the racial and ethnic diversity of the Eau Claire community has increased significantly in the past twenty years and is projected to continue to increase in the future; and

WHEREAS, increased diversity is a strength and asset to the Eau Claire community; and

WHEREAS, ignorance, insensitivity, and bigotry can turn that diversity into a source of prejudice and discrimination; and

WHEREAS, every individual act of racial prejudice is harmful to the well being of the whole community;

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Eau Claire hereby declares that racism in any form is unacceptable and that the City of Eau Claire is committed to eliminating racial injustice in the community;


BE IT FURTHER RESOLVED that the City Council of the City of Eau Claire affirms its commitment and intent to confront and dismantle institutional practices and policies in the community which support or result in prejudicial behavior toward any racial or ethnic group of people; and

BE IT FURTHER RESOLVED that the City Manager is directed to take such measures as may be necessary to ensure that this renewed commitment to racial justice is implemented as an ongoing bedrock priority for all departments and programs of the City of Eau Claire.

Adopted,

January 22, 2002

Motion to adopt the resolution.


Berlye S. Middleton

Seconded by:


Terri Stanley

RESOLUTION**RESOLUTION IMPLEMENTING THE RECOMMENDATIONS OF THE
COMMUNITY TASK FORCE ON RACIAL JUSTICE**

WHEREAS, on December 12, 2000, the Eau Claire City Council appointed the Community Task Force on Racial Justice for the purpose of assessing the extent of racism in Eau Claire and recommending actions the City of Eau Claire should take to promote racial justice in the community; and

WHEREAS, the Task Force conducted numerous public meetings and work sessions in preparing its written report of findings and recommendations; and

WHEREAS, the Task Force presented its written report to the City Council on January 7, 2002; and

WHEREAS, the Task Force report recommended specific short term and long term actions and strategies for consideration by the City Council in addressing the issue of racial justice in the Eau Claire community.

NOW, THEREFORE, BE IT RESOLVED that the City Council of the City of Eau Claire hereby expresses its appreciation for the personal commitment and work of the members of the Community Task Force on Racial Justice in addressing a difficult and complex community issue;

BE IT FURTHER RESOLVED that the City Council of the City of Eau Claire hereby commits to actively supporting community efforts celebrating racial and ethnic diversity in Eau Claire and shall seek to attend diversity workshops, challenge other community leaders to participate in diversity workshops, make public appearances at community events related to diversity, and seek to initiate partnerships with community groups and institutions to promote racial justice; and

BE IT FURTHER RESOLVED that the City Manager is hereby directed to take the following actions to implement the recommendations of the Community Task Force on Racial Justice:

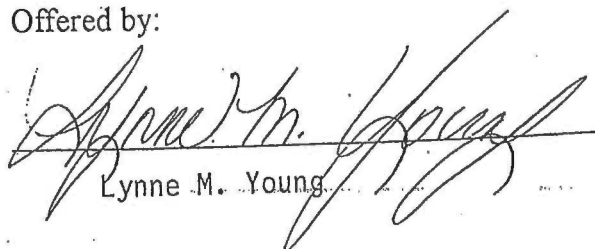
1. The City Manager shall provide for the immediate distribution of the Task Force report by posting the report on the City's web site, transmitting copies of the report to community and governmental institutions and agencies, and communicating to interested citizens how to obtain a full copy of the report;

2. The City Manager shall take such measures as may be necessary to inform the general public about existing City of Eau Claire citizen complaint and grievance procedures concerning discrimination based on race, color, religion, national origin, ancestry, sex, age, disability, marital status, sexual preference or family status and shall request that other community government jurisdictions do the same;
3. The City Manager shall take such measures as may be necessary to prepare an inventory of existing procedures, personnel and agencies as well as a program evaluation of each regarding dealing with discrimination and diversity; and request that the Eau Claire School District and County participate; and
4. The City Manager shall work with the Chair of the Community Task Force on Racial Justice and the City Council Appointments Committee to recommend nine citizens and two Council Members to serve as an interim advisory committee to the City of Eau Claire on matters related to the community education regarding diversity, establishment of an advocacy board and promotion of community dialogue regarding embracing diversity.

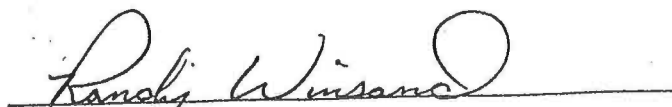
Adopted,

January 22, 2002

Offered by:


 Lynne M. Young

Seconded by:


 Randy L. Winsand

RESOLUTION**RESOLUTION ESTABLISHING A COMMUNITY TASK FORCE ON RACIAL JUSTICE**

WHEREAS in 1994 City Council President Mark Lewis and UW-Eau Claire Chancellor Larry Schnack appointed a joint university-community committee to look at issues related to racism in Eau Claire, and

WHEREAS in 1997 and 1998 citizen participants in community wide discussion groups on racism concluded race relations in Eau Claire could be improved, and

WHEREAS in July 2000 an ad hoc citizens group reflecting the racial and ethnic diversity of the community requested that the City Council consider appointing a citizens committee to develop long-term strategies to reduce racism in Eau Claire, and

WHEREAS the City Council strongly supports efforts to assure racial justice and to make Eau Claire a more inclusive community where all citizens feel respected and valued.

NOW THEREFORE BE IT RESOLVED that the Eau Claire City Council hereby establishes a Community Task Force on Racial Justice to assess the extent of racism in Eau Claire and to recommend actions that the City of Eau Claire should take to promote racial justice in the community; and

BE IT FURTHER RESOLVED that on or before November 30, 2001, said Task Force shall submit a written report of their findings and recommendations to the City Council and that the report shall include consideration of the following questions:

1. What is the current and projected racial/ethnic make-up of Eau Claire?
2. To what extent are people denied equal rights and opportunities in Eau Claire because of race or ethnicity?
3. How does racism impact the lives of citizens of the different racial/ethnic groups in Eau Claire?
4. What are the key areas in the community where immediate changes are needed in both patterns of individual behavior and in patterns of organizational practices that reinforce institutionalized racism?
5. What specific initiatives should be implemented in the next 12 months to reduce racism?
6. What steps should be taken to assess whether implemented initiatives are making meaningful change in people's lives?
7. What should the City do to communicate racial justice issues and strategies to the public?
8. What should the City do to help develop long-term strategies in the community to dismantle racism and make Eau Claire a truly inclusive community?

BE IT FURTHER RESOLVED that the Task Force shall provide public opportunities for citizens to identify their concerns and experiences with racism in Eau Claire; and

BE IT FURTHER RESOLVED that the Council Members who serve on the Affirmative Action Committee and the persons listed on Attachment A are hereby appointed to the Task Force; and

BE IT FURTHER RESOLVED that the City's Affirmative Action Officer and the Assistant City Manager are also appointed to the Task Force; and


BE IT FURTHER RESOLVED that the 2000 Program of Services is hereby amended and that \$1000 is appropriated from the General Fund Contingency to fund the City's contribution and financial support for the Community Task Force on Racial Justice.

Adopted
December 12, 2000

Offered by:


Beverly Boettcher

Seconded by:


Glen R. Tamke

ATTACHMENT A

**Citizen Members of the
Community Task Force on Racial Justice**

Arthur Alvarez, Jr.	Judy King Gehler
Kami Alvarez	Sylvan Kisson
Joyce Cleavenger	Bonnie McCarty
Jennifer Daum	Berlye Middleton
Calvin Eland	Yong Kay Moua
David Gregorio Fleitas	Brandon Rettke
Cynthia Gray-Mash	Donald Rosby
Jeremy Hein	Blia Vang Schwahn
Ray Hilfiker	Al Sega
Harry Hobbs	See J. Vang
Susan Johnson	Grace Yang