



CITY OF
**EAU
CLAIRE**

BIPOC Steering Committee

Meeting Minutes

October 26, 2023 6:30 P.M

North Conference Room 203 S. Farwell Street, Eau Claire, WI 54701

Present Members: Atkins, Tj, Butler, Tamisha, Davis, Marquita, M.P.H., Hill, Antoine, Jackson, Stacey, Dr. Johnson, TaNevia, Jones, JD, Lee, Caitlin, Lindstrom, Claire, Lopez, Katia, Martinez, Efren Mitchell, Erica, Stephens, Leslie, Vang, Addison, Vue, Nou Chi, Woods, Charles, Xiong, Lar Kong Xiong, May, Yang, Dang co-chair

Absent: Middleton, Berlye co-chair

Staff: Stephanie Hirsch, Anoosheh Hamzehee, Nick Koerner, Danya Morman, Carrie Riepl

1. Introduction
2. The minutes from the September meeting were discussed. It was noted that there was a spelling error in TJ's last name, which should be corrected to Atkinson.
3. ARPA timeline explained by the City Manager. \$800,000 has to be allocated by December 2024 and has to be utilized by end of 2026,

It is suggested that the time line appear on the agenda every time.

Q: Does the process need to be approved every time before expenditure?

A: The entity who approves it would be the City Council

4. JEDI report presented by Carrie: (The report is attached)
 - Discussion included City and community policy responsibility, potential lack of support from the City for JEDI leadership, the labor-intensive nature of this work, and tools like the IDI for assessing cultural competency.

-City Manager asked to provide the Strategic plan
-What are current EDI talks and trainings in the city:
CM: Reading a book on EDI, monthly EDI meeting, Supervisor training by Jodi

5. Sub-committee structure in charge:

2 overarching issues:

1- within city recommendation

2. City wide, community:

Suggested to have 2 sub- committees.

- The possibility of individuals being members of both subcommittees was discussed, and an email will be sent to members to choose between the two committees.
- The objective is to identify the current status of the City and the community, review existing recommendations, and update them based on current needs.

6. Bylaws for virtual passed

7. HR:

- Consideration of EDI skillset in job descriptions was discussed.
- Efforts to hire from different groups, including outreach to affinity groups, were noted.
- Panel interviewers' training on EDI issues was discussed.
- Use of a scoring rubric in the hiring process was confirmed.
- Q: why nepotism policy changed?
- A: they don't have to say how related they are, it's still asked but only HR can see it to make sure the related ones are not in chain of commands.

Follow ups:

-questions members might have for the city can be forwarded to the Chairs
-Subcommittee membership interest
-Send an email about the hours of the meeting

Adjournment:

The meeting was adjourned at 9:00 pm