

NOTES

Social Equity Subgroup
Thursday, January 23, 2020
11:00 a.m. - 12:30 p.m.

Clean Lakes Alliance, 150 E. Gilman St. Suite 2600

Members: Brenda Gonzalez, Kelly Hilyard, James Tye, Issis Macias, Martye Griffin

Spokesperson: Kelly Hilyard

Recorder: Issis Macias

Charge: Develop a First Nation land acknowledgement statement for the Compact; propose how to conduct an intentional “Diversity, Equity and Inclusion (DEI)” public outreach effort; and identify a proposed group to invite to represent members of the community not currently involved in decision-making.

Attendance: Brenda Gonzalez, Kelly Hilyard, Paul Dearlove (for James Tye), Issis Macias

Specific request(s) from Steering Team or Executive Committee:

Ho-Chunk land acknowledgement, intentional “DEI” public outreach effort, and invite a group to speak for under-represented or under-resourced communities not currently involved in Compact decision-making.

Recommendations/Proposals:

- Rather than search for a single group to represent multiple demographics, focus on developing a more intentional approach to public outreach and applying a diversity and inclusion lens to everything we do. It was agreed that there is no one person or group that can represent an entire demographic.
- Hire a consultant to help develop and implement a DEI-messaging and public-outreach strategy. Consultant work could include providing education, resources and direction to the Steering Team, and generally ensuring that any public outreach is conducted in a manner that is respectful to the needs and interests of different communities.
- Develop a First Nation land acknowledgement statement that can be included at the beginning of the Compact signing document. Consideration can be given to including a social equity statement as well. The intent is to demonstrate the Compact’s commitment to being respectful to the history of the watershed and how it has served and been influenced by different people and cultures.
- Given the importance of DEI and effective public engagement, invite additional members to support the work of this subgroup.

Action items:

- Brenda Gonzalez will reach out to the School of Education and a prospective consultant to seek information on how to incorporate DEI (i.e. subsistence fishing, public health signs in different languages, lake safety information for all lake users) into the Compact’s work and ultimate recommendations.

- Brenda will also work with the UW Tribal Relations Director on the land acknowledgement language.
- Kelly Hilyard is reaching out to Missy Tracy to get input on how best to approach Ho-Chunk.

Supplementary notes:

- We must admit our weaknesses when it comes to implementing a DEI effort. Professional guidance will better equip our group as it strives to be more accessible and equitable as it proceeds with its work.
- The cities of Middleton and Madison use Equity Analysis Tools (RESJ, Health Impact Assessment, etc.) that can serve as models for how to enhance DEI when gathering community input and making planning decisions.
- La Movida Spanish-speaking radio station is a great resource to reach the Latino/Hispanic communities in Dane County.
- Identify members of the Steering Team that have connections to organizations serving under-represented or under-resourced communities to facilitate introductions/invitations for effective public-engagement.