

HREC 1/10/ 2023 meeting with city staff

Paul Anderson provided an agenda for the meeting. See list of attendees in agenda. At the start of the meeting, Introductions were made.

Paul provided an overview of his earlier visits with HREC. He asked about our Sparks Plan and Carol indicated it is finished and currently located on our shared Google drive. HREC wants to share the Sparks Plan with the city commission and we would like it to be incorporated into the new comprehensive city plan.

Carol described Amy Nosal's visit with HREC regarding an anti-LBGQT+ demonstrator in downtown Ironwood who videoed people's conversations with him and later put them on YouTube in an edited version. Carol indicated that we will resume our work on the issue during upcoming HREC meetings.

Paul asked Tom to describe the comprehensive plan. Tom indicated we are one of the first groups to complete our Sparks Plan, which will help inform the city's new revised comprehensive plan.

One of the planning commission's goals is to start the comprehensive plan. The commission will put together an RFP and begin the process in the last quarter of the year. The comprehensive plan will take a year to complete. The commission is completing a rezoning ordinance, which will help get funding to assist with the cost of the Comprehensive Plan. The city will probably reach out to a number of recent contractors to find someone to work with that has successfully worked with the city before.

Annette asked a question about when our sparks plan will be adopted, which she hopes will be sooner rather than later, the response was probably before the comprehensive plan is completed.

Paul asked if HREC would go through the highlights of the Spark Plan. Carol and Gerri described the *why* and also brought up the fact that in some jurisdictions, city commissions have disbanded their HREC committees. There was also a discussion about diversity, which includes economic, religious, ethnic, and etc. They discussed the idea that the HREC could open up a slot on the committee, by removing Nancy K, because she is a city commissioner, to recruit a tribal member from a local tribe.

Christina discussed her role as an HREC committee member and what she brings to the group especially her experience and background in Indian country. It should be noted that Christina is an enrolled tribal member of the Lower Brule Sioux tribe of South Dakota and she has extensive experience working with the Lac du Flambeau, Bad River, and Lac Vieux Desert tribes (less so with Red Cliff), which are the tribes in our region. Christina is currently employed by the Lac du Flambeau Tribe as a Resource Development Specialist in the Tribe's Planning and Development Department. Previously, she was the Lac du Flambeau Tribe's Education Director,

responsible for all of the Tribe's scholarship programs and liaison between the Tribe and public/private schools that tribal children attend.

Annette described the background of HREC as beginning with the death of George Floyd. Annette asked Gerri to describe his experience in Ironwood last summer when asked by a public official, "What's up?" Which is code for "you don't belong here," which he did.

Annette described her desire to break down her own biases and to learn and grow her understanding through her experiences with DEI. Carol described how the group looked at city ordinances and the zoning ordinance and how they made suggestions, which were provided to Scott and Andrew and were now waiting to be gone over and be formally accepted and changed. Gerri indicated that DEI spent months combing through ordinances and etc. to review and make recommendations on changes to the language. Carol indicated that moving forward we would like to see the changes to the ordinances that will be accepted and enacted.

Gerri brought up the term "diverse clientele" under one bullet and described how outdoor recreation has often been denied to nonwhite people. Carol indicated she would like HREC to partner with the tourism Council to encourage them to place ads where diverse clientele will see them. Carol also brought the group's attention to action planning as a process we want to embrace. Part of the committee's approach for the HREC Spark Plan involves a number of action steps. Gerri described the Government Alliance on Race and Equity GARE <https://www.racialequityalliance.org/> and our hope that HREC might join the organization. Carol then brought the group's attention to the goals of the Spark Plan.

During the discussion of our Spark Plan goals, Annette also explained that we consider city staff to be stakeholders and that we value their experiences and want to work with them. She described the idea of adopting the Sparks Plan before the completed comprehensive plan in the hopes that it will help drive the development of the comprehensive plan. There was also a discussion regarding looking at the Spark Plan as an economic development tool.

Nancy asked about whether we need to revise the timeline for presenting our spark plan to the city? The agenda is getting pretty big for the next meeting. Nancy asked if maybe we would be better served by delaying our presentation until the mid-February meeting? Annette asked if it would make sense to give city staff time to review the spark plan? We agreed to change the date of our city commission meeting to February 13 at 5:30 PM.

Paul indicated he will attend quarterly HREC meetings.

In terms of getting HREC's meeting information and activities on the city website... Tim said they are thinking about doing a substantial update of the website in the next year. For the time being we could put a link to the Google drive folder or put the HREC docs on the city website. There will likely be multiple options.

Amy also gave a report on the issue she shared with HREC regarding the protester in downtown Ironwood, near election time. The document, that is planned for dissemination, is

meant to provide information that stakeholders can use. Amy and Nancy expect to have a draft for review within the next month.

The group discussed what projects the city staff would like help with i.e.: city ordinances, position descriptions, recodifications, etc. There was also a brief discussion that any changes to the charter need to go to a vote of the public. HREC will consider drafting an article for the summer tax bill, which will be due mid-May. Additionally, Tom would like outdoor recreation info forwarded on to him.

The meeting concluded at around 9:30 AM.