



Making Wauwatosa More Inclusive

October 5, 14, & 28
2020

Executive Summary

The Making Wauwatosa More Inclusive Engagement Group took place via Zoom video conferencing on October 5, 14, & 28, 2020. The sessions served 70 who represented diverse stakeholders from the public and private sectors. The topics of the discussion groups focused on community member input on equity and inclusivity in the city of Wauwatosa. Participants were asked three rounds of questions by Zeidler Group facilitators:

1. *“From your experience, share an example of something that would prevent someone from feeling welcomed or included in the City of Wauwatosa?”*
2. *“After listening to comments in question #1, how does this affect your perception of Wauwatosa as a welcoming city?”*
3. *“Is there a specific suggestion or idea that comes to mind for improving some of the barriers to feeling welcomed that we heard in questions #1 and #2?”*

Then participants were asked to participate in Connected Conversation and were asked the following questions:

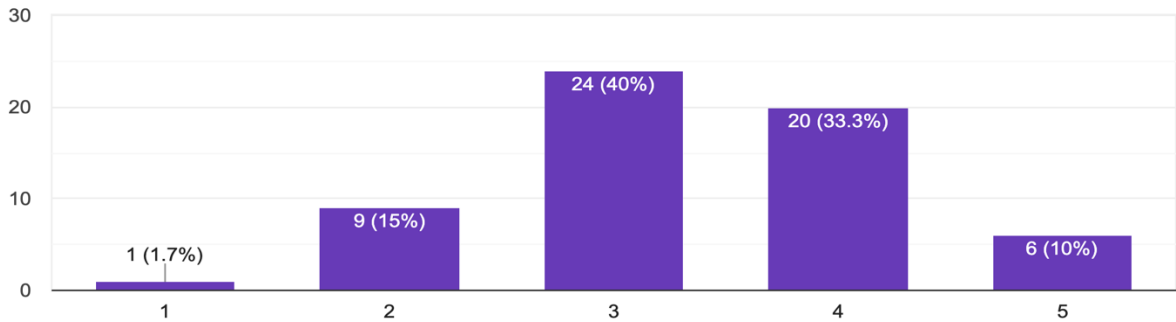
“Where have you noticed the community change the most in the past few months/years and what’s your reaction to those changes?”

“What systematic improvements would help make Wauwatosa a more inclusive city?”

“What type of collaboration with the City of Wauwatosa would be helpful for our participants?”

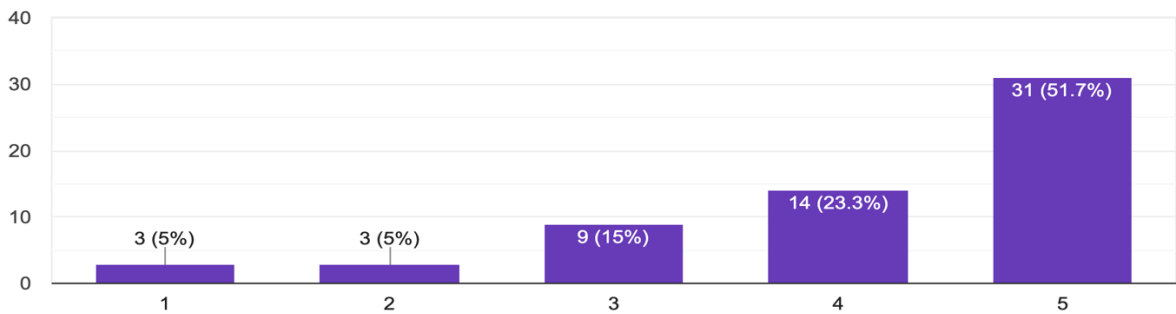
I believe that the city of Wauwatosa is a welcoming city?(1 Low-5 High)

60 responses



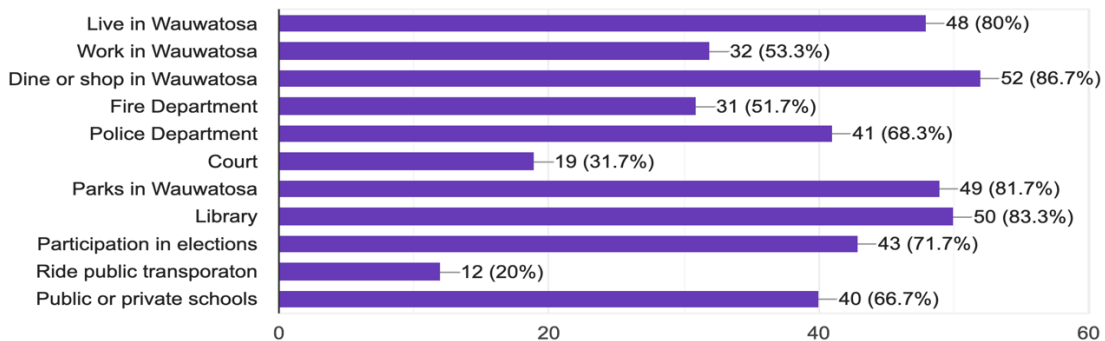
How concerned are you about the current state of equity in Wauwatosa being inclusive?(1 Low-5 High)

60 responses



What services have you experienced and/or are aware of in the city of Wauwatosa?(Check all that apply)

60 responses



Executive Report

During Question Round One, the following are the most common themes discussed; negative perceptions of the police department, believing that the disproportionate rates of people of color being pulled over and mistreated are due to racial profiling. Lack of diversity was seen as an issue, contributing to feelings of being unwelcomed and not truly belonging to Wauwatosa. Community events, city workers, business owners and vendors, and schools were all thought to also be lacking in diversity. Participants also shared personal incidents that they experienced or witnessed as examples of unfair treatment. The incidents ranged in severity and reinforced a feeling of being unwelcome and not belonging to the city. Religion was also cited as the cause for unfair treatment. The history and the perception of the city also attributed to individuals feeling unwelcomed. The city was perceived as unsafe to outsiders, along with the notion of not being welcoming or excluding of people of color. Participants also spoke of segregation and division that is felt in Wauwatosa, including but not limited to the school system. Participants discussed awareness, noting that while members of the community are becoming more aware, there continues to be the need to bring the issue to light and to recognize the barriers that some people face. Not being included, or not being a part of a group or clique, created feelings of exclusion in Wauwatosa. It was pointed out that many people who grew up in Wauwatosa never left and had already formed long established friendships, proving it hard to fit in for many newcomers. Two participants questioned the accessibility of the city, noting that information may not reach all residents and physically disabled people may not feel welcome due to lack of public space and housing. Housing was discussed as a barrier, with lack of affordable housing in the city. The topic of usage of insensitive language also emerged during the discussion. Participants also took time to share positive comments during the discussion group. Some individuals shared that they felt very welcomed, had never witnessed discrimination, and felt very connected.

During Question Round Two, participants took this time to not only speak about their perception of Wauwatosa as being welcoming or inclusive, but also continued to discuss factors that contributed to this. Some participants choose not to follow the prompt about perception and instead continued to point out the issues that need to be addressed in Wauwatosa. Issues discussed included harassment, housing, the gradual segregation of children as they become teenagers, as well as a need to address communication. Some participants felt strongly that the discussion group should have concentrated on belonging, rather than feeling welcomed. Participants took the time to share their appreciation and positive thoughts about the group discussion. And while they were appreciative of the group and hopeful, they acknowledged that they were the ones who wanted to make an effort for change, and there were still others out there who believed differently. For the majority of participants, this discussion did not change their perceptions as they had witnessed systematic differences firsthand. Some participants stated that their perceptions had been reinforced. Social media was thought to play a part in contributing to the negative perceptions that the

city was non-inclusive. Participants shared hopeful feelings about the effort that people are putting in to help change the community. Some participants however did speak of having their perceptions change after hearing others first-hand experiences. This included those who previously thought that the city was welcoming and now experienced conflicting emotions after hearing other people speak. Several participants choose to share a negative or concerning experience. A few participants did not have any negative issues to report, nor did they ever feel unwelcomed in the city.

During Question Round Three, participants shared ideas and suggestions of how to improve inclusivity and feelings of welcomeness in Wauwatosa. The most common theme to help making others feel welcomed and included was to address the issue head on and promote diversity, equity, and inclusion in a variety of ways. Participants discussed what is needed in order to overcome the issues and barriers associated with change. Individuals thought that the history of Wauwatosa should be acknowledged, and to use this information to move forward and ensure that history is not repeated or continued simply because lack of awareness or lack of courage to face the truth. Also, to begin to work towards change, participants believed that prioritizing and focusing on the issue at hand, as well as participation from everyone, public and private, was the key to success. Raising awareness of the issues and continuing to engage in conversation was discussed as ways to promote continuous and reflective change. Having targeted and in-depth conversations was suggested. Participants spoke strongly for police reform and discussed the issues and problematic incidents associated with the Wauwatosa police department. Participants pointed out racial profiling and the disproportionate number of people of color being pulled over. Individuals discussed how community and relationship building could help promote feelings of welcomeness and inclusion both with the city at large and with public and police relations. They believed that it is important to make people feel like they belong, not just welcomed. Participants spoke about promoting community events and positive images to the public, as well as displaying the good things that they are doing to address these issues. The media was thought to only focus on the negative and the city was urged to use their website as a platform to promote what they are making progress on. Participants thought that conversations and engagement should begin in the school and at the district level. They suggested recruiting students from surrounding communities and also hosting events to bring together the students from the surrounding areas. Participants suggested setting a strategic plan with measurable goals to ensure accountability. Financial offerings within Wauwatosa were discussed in order to open up to be more accessible to surrounding area residents. Participants spoke of working to bring in small businesses into town. Lack of affordable housing was also discussed, as well as the need for more public transit. Equity training was suggested as mandatory for elected officials, city leaders and city employees. Time and commitment were seen as essential as the community worked towards change.

During Connected Conversations, participants spoke of many topics, with some following the prompts and others introducing topics themselves. Participants spoke about

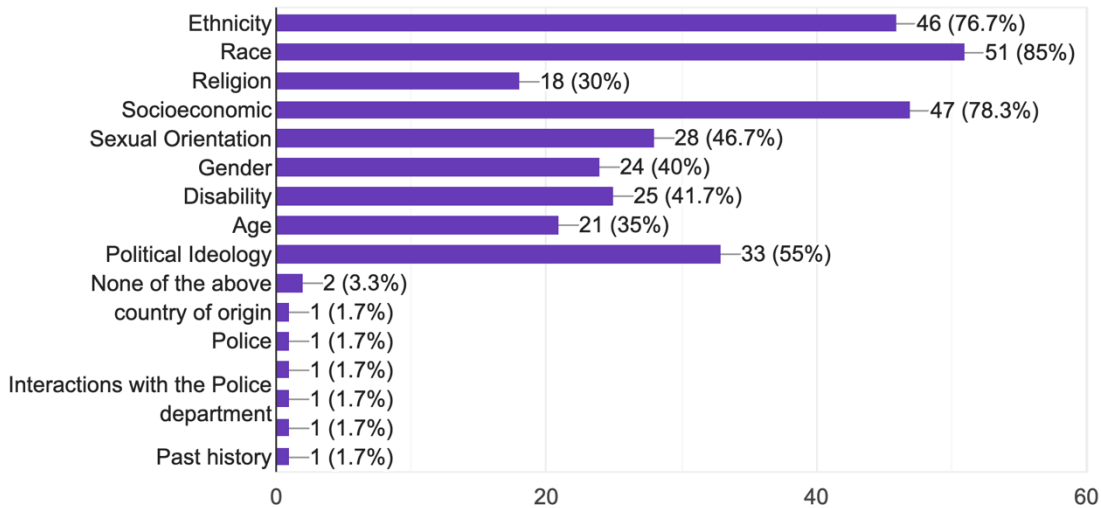
moving forward and what they can do now to address and promote diversity, equity, and inclusion. Diversity was discussed, pointing out the benefits from it, noting that everyone has diverse experiences. And despite all the diversity, everyone is thought to have commonalities such as food, art, or music that can be shared. The cost of living was discussed, with the high cost of housing and lack of diversity in home ownership and renter-ship. When prompted, participants spoke about changes that they have seen in the community. This included positive change such as acknowledging the need to address issues and serving the community better. Negative changes that were shared included noticed division and lack of communication. Systematic improvements that were suggested centered around welcoming all in all spaces and increasing diversity. There was a brief discussion about hiring efforts in the Police and Fire Department. Types of collaboration that participants would like to see around the city included city departments working together as a whole and more listening circles with the public and within schools. Participants continued to advocate for the need to continue these types of conversations, both for dialogue and understanding sake but also to access improvements that the city is making. The groups also spoke of a sense of hopefulness, expressing positive feelings during the discussion. Parting Words were shared, with the majority being positive.

Questions about this dialogue may be directed to:
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Analysis

I believe the following could be contributing factor(s) to inequity in Wauwatosa. (Check all that apply)

60 responses



Question Round One: "From your experience, share an example of something that would prevent someone from feeling welcomed or included in the City of Wauwatosa."

1.1 Police

When participants were asked to share an example of something that would prevent someone from feeling welcome or included in the City of Wauwatosa, the most common theme was the negative perception of the police, along with racial profiling. Many participants questioned negative police encounters with people of color and pointed out that incidents like that contribute to feeling of unwelcomeness. Several participants pointed out that they notice people of color being pulled over at a disproportionately higher rate than white people.

"Police interaction with people of color is questionable and appears to be inappropriate."

Some participants shared personal examples of being pulled over by the police or of family members and explained how this affected their perception. One participant spoke of their regret for not leaving Tosa after a racial profiling incident with their family, as they feel that they are not supporting their family members by continuing to live there. A few

participants spoke of the area of North Ave, where there tends to be police pulling lots of people over. Two participants spoke of stopping and watching or videoing out of concern.

"I knew then that driving while Black in Tosa is real. The awareness that is growing now is hard to ignore. When someone is pulled over, I now wonder should I stay and watch?"

"I have a visceral reaction to crossing 60th and North Ave. I feel as though I am being watched closely by the Tosa police while driving."

Others pointed out that people are being targeted and not just while driving.

"But at Mayfair I always see elevated security. So, for me there's always a connection of law enforcement presence in the area of Wauwatosa where Black and Brown people are more likely to be. The message that I get is 'you can come here as long as you behave well, otherwise you're not welcome.' "

Others have noted that ever since July, there has been a feeling of unwelcoming. The shooting incident *"has caused angst amongst Tosa residents and people in surrounding areas"*. And in response to the protest, measures taken, such as the 7pm curfew are seen as *"demeaning"*, and excessive police presence, along with tear gassing of peaceful protestors, was thought to be inappropriate.

"Another incident, during the protest last month, my husband and I were driving home and at Mayfair Mall we saw tanks and soldiers with assault weapons. That show of force was so troubling, and disrespectful. I was ashamed."

Another participant spoke of believing that the feelings of unwelcomeness has intensified recently and it is the city employees, and the police, that are not welcome.

1.2 Lack of Diversity

The lack of diversity was viewed as problematic and unwelcoming. Participants spoke of the perception of moving into a diverse city but was surprised at the actual lack of diversity once they moved.

"I had a perception that Wauwatosa was diverse, but when we moved here, I realized what a white community Wauwatosa really is. I was uncomfortable about it then and am becoming even more uncomfortable with the lack of diversity here."

"I moved to Tosa from a very white community and I was SO surprised to find myself living in another very white community. I'd say of the hundreds of customers that I have, maybe five or six are black. My kids have very few Black kids in their schools. And they tell me that the Black kids tend to stick together which makes me think that those children are not feeling included or welcome."

Multiple places were cited as lacking diversity such as the Fire Department and community events were noted to be "too Caucasian". Minority owned businesses are thought to be lacking and diverse vendors are minimal and are being sought after.

"Also, I've noticed a lack of minority owned businesses. And a lack of diversity in the residents of Wauwatosa. Over the last few weeks I've talked to POC who wouldn't want to move here."

The education system in Wauwatosa was pointed out as lacking in diversity among staff and curriculum. One participant wondered if "there actually is welcoming in Wauwatosa", due to lack of diversity seen in the village and restaurants, shops, etc. One participant drew attention to the fact that none of the community leaders are "non-native" born.

1.3 Unfair Treatment & Targeted due to Race, Religion, or Sexual Orientation

Participants choose to disclose and share personal incidents that they experienced themselves or that they had witnessed. The severity of incidents ranged from not speaking to a neighbor because they associated with people of color, to witnessing a car full of people yell "get out" to a man waiting for the bus. One individual stated that there was racial tension in the city.

Incidents where individuals were questioned and shamed, having to prove themselves, were also shared with the group:

"On another occasion as I was at the enrollment office, I witnessed a lady of color having to prove she lived in Wauwatosa and not Milwaukee. So, I feel that having to prove you're able to be in the city of Wauwatosa because of your race prevents feeling welcomed."

"I recall not seeing a lot of people with my skin tone and I remember being in prominent food market and I had gotten some food and the clerk looked at me and said "I trust you to take that up to the counter and pay for it". I felt out of place and unwelcomed."

Incidents of racial slurs were shared, including on the playground. One participant spoke of a traumatic incident that involved a racial slur publicly expressed and how it affected them and the others that were witness to it. Additional examples shared involved racial slurs on

Zoom calls, with the offenders quickly being muted and dropped from the call, but still affecting those involved.

One participant shared a report of White Supremacy graffiti on a wall that was delayed in being removed due *“white men were circling the block over and over again protecting the graffiti.”* Another individual spoke of being treated differently by neighbors due to race and sexual orientation, to the point where they felt like they *“couldn't even go outside”*. Being followed or noticed due to skin color was brought up by a couple of participants:

“It happened to me when I was growing up In Wauwatosa and it still happens to me now. it happens to me and my children when we're out in the neighborhood, especially shopping in stores – we are followed by the people working in the stores. We have a big problem here. Before seeing me, you see the color of my skin. The color of my skin before seeing anything else. I am honestly profiled all the time in Wauwatosa. This must change.”

Religion was also noted as a factor for provoking feeling of being unwelcome. Incidents in businesses and churches were reported:

“People seem to vilify people of other religions. Morals and beliefs don't seem to matter.”

One individual stated that they had to advocate for holiday music that wasn't Christocentric so others could feel included, as well as advocate for transgender kids to the school board to be more inclusive.

1.4 Perception

The history and perception of the City of Wauwatosa attributed to individuals not feeling welcome.

“There's a history of racism in the city of Wauwatosa which lasted until around 1955 with the racial conveyance but I feel it is not fully behind us.”

Participants feel that Wauwatosa is an *“exclusive city”*. It was reported that people outside the city perceive it as unsafe and *“for white people only”*, questioning the signage around town.

Social Media was thought to play a role in the perception of Wauwatosa, portraying the city as *“highly polarized”* which is *“inaccurate and harmful”*.

“I think we need to keep putting out new social media that shows we are different than we used to be or have changed through the years....I'm not meaning that we

don't have a problem, but I think in addition to the problems that we do have we also have a perception problem."

Finally, one participant spoke of the fear that their son had of walking in Wauwatosa, while wearing a hoodie and being Black.

"He said, 'Mom, I have a hoody on and I'm in Wauwatosa now.' That's all he needed to say. I'm African American and so is he."

1.5 Segregation in the City

Participants spoke about a feeling of segregation, division between the city, that the East side is different from the West side in terms of *"income and diversity"*. The West side was as thought to be *"isolated from activities that make Tosa great"*, and *"not so accessible and social"*. Being in such a segregated city made one participant *"automatically feel different"*, making it hard to feel welcome. This was also noted in the school system, as one participant pointed out that there is *"a white track and a black track"*.

"There's an element of segregation or a feeling of otherness that's ingrained in the system, at least that's my experience as a mom in the public schools."

1.6 Awareness

Participants discussed awareness, pointing out that while people are becoming more aware of the issues and the barriers that others face, there needs to be continued effort to keep these issues at the forefront.

Another participant spoke of themselves being more aware of diversity and trying harder to be inclusive in the community.

"This summer, I felt like Hart Park playground was one of the best places in Wauwatosa for diversity. When I was there with my family, I would see lots of kids and families of all races. I watched the kids on the playground. They had such an easy time relating to all the other kids. All they wanted was to find someone who would chase after them and play with them, it didn't matter what color they were. It was a very diverse group of children all playing together. It seemed very easy for the kids. I wonder, how do we breakdown these differences as adults?"

There was concern about the city not abiding to the Federal Civil Rights Legislation, while questioning if staff in service industries are proportionate to the population served. One participant shared an example of a city official being unaware of how unwelcoming comments can be when they do not recognize the diversity present:

"As a person of color, I feel completely left out of that statement. The person claimed I was twisting their words when I tried to get them to understand. They tried to

back up what they said with stats of city. But the statement was said without acknowledgment of how it would make people feel. I don't think about race every moment of the day but when White people say things like that it makes me feel unwelcome."

1.7 Not Being Included

Not being included in a group or not being invited into an already formed group created feelings of unwelcomeness. Wauwatosa was perceived as having cliques, proving it to be a struggle to fit in.

"My wife and I moved here five years ago, and I remember not exactly feeling cut out but rather feeling like groups had already been formed and established. I could see that creating a feeling of being unwelcome."

Participants agreed that it was hard to "break into" already formed groups, as it was noted that many people grew up there and have deep roots. The schools were pointed out as also being "tight knit". While it was also seen as a strength, with support and someone to call if you are "running late or need something", it was also a reminder to be sure to include everyone.

"Here we have a big parent presence, but it doesn't take into consideration the parents who don't drop off their kids and get to connect with other parents then, or can't participate during the school day, etc. There is a multiplicity of things that might lead parents not to be able to participate but it needs to be top of mind to remember these other parents and figure out how to include them."

One participant shared an incident of not being verbally included in a meeting, with no recognition for any diversity in the room and how that made them feel unwelcome and not included.

1.8 Positive Comments

Some participants shared positive comments during the discussion, stating that they have felt welcome, while another individual declared that they had never been witness to discrimination. Having lifelong friends in the community was likened to feeling a part of the community. Another participant spoke of not getting a sense of systematic racism and sees inclusiveness in Tosa. Wauwatosa was recognized as having "diversity and wide-ranging demographics of people" and it appeared to be "doing a good job", not causing feelings of being unwelcome until now.

1.9 Accessibility

Two participants brought up accessibility within Wauwatosa, wondering if all residents have access to information and resources that are available, pointing out that not all residents received information regarding assistance during the COVID crisis. One individual stated that

they do not believe the city is very welcoming for people with physical disabilities, noting the lack of public space and housing.

1.10 Housing

Housing was seen as a barrier to living in Wauwatosa, with individuals finding housing more affordable housing on the outskirts of the city:

"I'm hearing from my kids and their friends that it's difficult to afford housing in Wauwatosa."

1.11 Language

Choice of language was briefly discussed, specifically among tense topics, providing feedback that the language used can sound unwelcoming to others.

"The way we use words and where we put them matters and we have to safeguard that for people to feel comfortable here."

1.12 Pass

Three participants choose to "pass" this question, with one of them commenting that although they are passing, they are "benefitting a lot from this".

<p>Question Round Two: "After listening to comments in question #1, how does this affect your perception of Wauwatosa as a welcoming city?"</p>
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2.1 Needs & Issues to Address in Wauwatosa

Not following the prompt, the discussion continued to center around the needs and issues in Wauwatosa. Despite the beauty, as one individual pointed out, the city has a complexity of issues to deal with.

"I believe that Tosa works for many but not all. We have to welcome and promote diversity."

Issues that need to be addressed include racial and sexual harassment, as well as housing, which one participant believed to be a "key part when looking at bridging barriers to people feeling welcome". Individuals felt that Wauwatosa did not recognize different cultures and languages. Some participants felt that by not practicing religion, one was viewed as an outsider.

Participants also discussed children and how to address segregation, what they see happening in teenage years. It was acknowledged that children mixed and played together when they were young, but that began to change around the preteen years, and they tended to maintain separate groups as they got older. Another issue related to teenagers that was pointed out is that it appears that Black teenagers are supervised by security more at the mall than white teenagers.

Communication was thought to be lacking, particularly about the food pantry available and the current curfew in place.

A few participants spoke of how to overcome and address these issues, such as looking at different ways than previous, and having *"true conversations about the issues of race, equity, and inclusion"*.

One participant felt strongly about having a conversation about *"belonging"*, rather than *"welcoming"*. They believed that one's perception conveys how one acts or feels, and a discussion of *"belonging"* would be more appropriate.

2.2 Appreciative of the Discussion Group

Participants shared their appreciation and positive thoughts on the discussion group. Many individuals voiced appreciation of others for sharing their stories, allowing them to see another perspective and helping to introduce issues that they might not have been fully aware of. Others enjoyed the opportunity to have *"discussions at this level"*.

"I'm struck by how much this group feels all on the same page. In other city discussions that I've been involved with I have seen lots of different views. Even believing in the idea of reverse discrimination, which is not really a thing. All of these dialogues are really important. It's important to have a safe place to have a conversation and have ways to hear from one another. The conversations are great, the dialogues are good."

A few participants used the word *"grateful"* to describe their experience in the dialogue group. *"Hopeful"* was also another word used, participants were hopeful after being able to have this conversation, and hopeful that Wauwatosa will be wonderful for everyone.

"I share a hope that we'll learn from each other."

A couple of participants brought up the appreciation for the group but also pointed out that the people present *"want"* to be here and *"want"* to focus on change and inclusion as opposed to a subgroup of people who feel very different and do not believe there is racism in the city. It is believed that people still need to be pulled into these conversations and

encouraged to open up. One participant spoke of the ad hoc Committee for Equity and Inclusive being harassed, due to them questioning Wauwatosa's equity and inclusivity, thus in turn omitting a safe space to share opinions and ideas.

"We need to get to a place where more people understand that there is racism.....there's systemic racism right here around us."

Identifying a need in the community, a goal to work towards was noted and appreciated. The discussion reminded one participant of a past experience and *"how quickly one could fall out of community"*, prompting them to be more aware of others feelings.

"Interesting" was also a word used to describe listening to different perspectives. Participants discussed the importance of listening to others perspectives, gaining insight into how they are feeling. Another individual commented that it was *"good to hear stories"* and to keep questioning why minority small businesses are not in Wauwatosa. Participants addressed recent events and how they believed nobody was against a peaceful protest and they didn't like the perception of the National guard, though one participant acknowledged that they want *"to feel safe when things get out of control"*.

2.3 No change in Perception

For the majority of participants, this discussion did not change their perception about the city of Wauwatosa. Many shared that their perception has not changed due to having witnessed systematic differences firsthand and having been affirmed here.

"I'm not surprised by the comments. Tosa is very welcoming for some and not so much for others. That has crystallized for me with the unrest the last few weeks."

"When I think about this question and listening to the stories, I think it has affirmed my perception about Wauwatosa so far, and some of those perceptions are very much steeped in reality and some of that reality is that it's complicated. Another reality is that your sense of belonging is very much tied to the level of privilege you have and on the other end it's tied to the hue of your skin color as well."

One participant declared that they always thought Wauwatosa was welcoming, while someone believed it to be *"segmented not segregated"*.

"I agree with everything that was shared. None of it was surprising but listening is helping me articulate my thoughts. Wauwatosa is like the forbidden city. It's a wonderful place for some but not all. The comments affected me in that way, to help me have some language to describe my experience of Wauwatosa is the forbidden city, which I hope can change."

A couple participants noted that the people participating in the discussion want to be there and want change, as is the belief for the majority of the community. Social media was believed to play a part in characterizing Wauwatosa as a *“non-inclusive community”*. One participant pointed out that their perception has actually been reinforced in that *“there is a lot of work to be done, in personal and professional aspects.”*

2.4 Hope, Effort, & Desire for Change

Another common theme during the discussion was the hope for change, the desire and effort put into it. Participants shared positive feelings about sensing a desire for change among the others.

“But I want to say that I have a positive feeling because I sense a desire for change and improvement. It seems like we have to make a concerted conscious effort to grab people to really bring them in and value them and make them feel welcome and included.”

Others spoke of being confident of making changes for the community and future generations. One participant spoke of the effort to welcome diversity and questioned how the city can continue to do so *“without white flight”*.

“I am happy to see more people standing up and making efforts to make Wauwatosa a more welcoming city.”

Progress was noted, along with lots of work that still needs to be done. New conversations about inclusivity were recognized, with people committed to making a difference. It was pointed out that people should not minimize others experiences that they are choosing to share. One individual stated that while they find it hard to hear about the problems in Wauwatosa, it gives them some hope for change.

“Tosa is a work in progress. The wounds were laid bare nationally. And I also saw an outpouring of love for the community. It's a turning point, I hope toward more inclusiveness.”

“On the one hand it's disappointing to hear your community is unwelcoming and not the community you want it to be. On the other hand, there are lots of examples of people wanting Wauwatosa to be a beacon of being welcoming.”

2.5 Perception has Changed

Some participant stated that after hearing the discussion and hearing from others experiences their perception has shifted.

“In a general sense I thought Tosa was welcoming. Now I am looking at it from a different perspective because of the action of the police and business owners.”

A couple individuals spoke of feelings such as disheartenment, or embarrassment after hearing other people share during the discussion group, as having assumed that Wauwatosa was “pretty welcoming”.

“I’m super embarrassed to be associated with Wauwatosa if this is how it comes across to all African American people and I think I’ve allowed myself to be ignorant about it. I don’t think words are enough anymore. I’m sorry I cry so easily. I’m ashamed to live here if that’s how it comes off. I shouldn’t have been able to ignore the problems if it’s not the same for everyone. I think the work needs to be done or this isn’t a good city.”

2.6 Shared a Negative or Concerning Experience

Several participants also took this time to share a negative incident or concerning experience. Experiences shared included things such as threatening letters and incidents of racism. It was also pointed out that while some people say they support equity and inclusion, that might not be how they truly feel underneath. One participant spoke of supporting BLM and how others had turned on them for it.

The discussion group proved to be a challenging experience for one participant:

“I’m literally sick to my stomach right now about everything happening. It boggles my mind. I work with people every day and I always try to respect everyone that I’m dealing with. But lately I feel so emotionally distraught by so many people around me who say they don’t believe in Black Lives Matter. Or people who do believe in reverse discrimination. This is a very difficult topic and it’s very emotionally stressful.”

2.7 No Negative Issues

A few individuals spoke of not having any negative issues to share or feelings of unwelcomeness to report. Another participant expressed surprised to hear about incidents of racism. It was thought that Wauwatosa was relative to other cities

“The city is reflective of most small cities throughout our country.”

2.8 Other

Two participants spoke about their past, how military experience shaped their perception of people and how religion helped with meditation and de-escalating situations.

<p>Question Round Three: <i>“Is there a specific suggestion or idea that comes to mind for improving some of the barriers to feeling welcomed that we heard in questions #1 and #2?”</i></p>

3.1 Address & Promote Diversity, Equity, & Inclusion

The most repeated idea to help overcome the challenge of making others feel welcome and included was to actually address the issue head on and promote diversity, equity, and inclusion in various ways. Participants offered suggestions and thoughts about what is needed in order to overcome the issues and barriers associated with the challenges.

Participants spoke of the need to have a better understanding of the history of the city, to acknowledge how Wauwatosa used to be a “sundown town”, in order to use this knowledge to better understand the dynamics and move forward. It was shared that the history should be recognized, to ensure that it doesn’t happen again.

“We need to understand why things are the way they are.”

When some participants began to discuss housing, others looked deeper into that and spoke up that it was not just about the affordability, but the lack of feeling welcomed and belonging that kept people out.

“While Tosa has made pretty big strides in housing as far as income levels and disabilities go, this doesn't equal strides in housing that creates more diversity. I think it's less about affordability for many people. There are people that need housing to be more affordable in order to move to Tosa. But there are also a lot of Black and Brown people who CAN afford homeownership in Wauwatosa, but Black and Brown people still don't want to be here. That is a problem.”

Some participants spoke about wanting to “normalize” Tosa, with the belief that equity and inclusion could be addressed through prioritizing as a community and focusing on the issues at hand, along with participation from everyone. Being intentional and deciding that it is a “value” was suggested as a way to ensure implementation.

“We have to build children who care about equity the way we want adults to and who also care about making other children feel welcome. My kids have been told explicitly that they're being excluded because of the color of their skin. We have to make it a value as much as we value other things.”

Participants also pointed out the need to stop stigmatizing areas of the city and “making it seem different”. Being creative in the effort to promote equity and inclusion was suggested. The group also discussed who should be responsible for taking up the task. The “people in power in our city” were thought to be obligated to try to fix these issues.

“The city government does have a role of fostering inclusion and equity. Everyone wants peace and safety and it should be equitably done.”

“Our legislature, government, police they’re the leaders at the top. Awareness is growing and we can’t sweep it under the rug anymore. We need the people at the top to be modeling the inclusive behaviors through actions and legislation.”

One participant spoke of the need to understand and address that racism is a system and city policies should be examined. Addressing and promoting diversity efforts needs to go beyond “counting people”. Addressing systematic differences, recognizing different family structures promotes inclusion and promotes accepting everyone.

One participant stated that they are tired of waiting on “leadership, committees, plans, and proposals”, and believed that building upon smaller actions was a good start. An example was taken from the Farmers Market, one diverse vendor was brought in and slowly more followed. It was suggested that businesses could be working more actively to include and welcome people of different races and ages.

The Equity and Inclusion Committee was discussed, with participants stating that they believed the committee to be “helpful” and “impactful”. Another suggested that having “an equity board of some sort” is important, such as having the board talk to the Police Department and discuss needed change. One participant briefly spoke of ongoing efforts and believes that Wauwatosa is “on a better path in terms of equity and inclusion”.

3.2 Continued Conversation

Raising awareness of issues and continuing to have these types of conversations was discussed among participants.

“We need more Tosa talks.”

“I believe racism is learned and I feel it’s so important when having a conversation about race one does not pretend that they don’t see color. I think having honest conversations about race would be a great place to start the welcoming.”

One participant stated that there should be “more awareness of each other and less fear”, believing that this can be accomplished through conversation addressing race, affordable housing, and segregation.

“Those conversations help us find connection so we can move forward. We have to find the connections between people to move forward and make things better. I think to make a real difference we need diversity of people and thought involved in conversations and that we especially need diversity in leadership. ”

Participants spoke of the need to have more targeted conversations, more “in depth conversation that are not superficial”. These conversations should be addressing goals, appropriate language to be used, and choosing disparities and issues to specifically address.

A question shared with the group was how to select leaders who will address these issues. Another participant stated that city leaders should be present and participating in these types of discussions. Providing training for those in government and beginning to normalize conversations about barriers regarding race equality was thought to be a good starting point.

Working together and continuing to engage in dialogue was thought to be helpful in working towards changing the polarization that stops progress. One participant discussed about the need for guidance and education to talk about issues affectively as a business owner, acknowledging that *“we all need the ability to talk in a way that helps without feeling like we’re at risk for doing that”*. Another participant spoke about learning from each other and gaining knowledge from others, with the hope that people feel comfortable speaking up when they hear or see something that is racist or unwelcoming. The group discussed efforts to open others up to these types of conversations, such as exposing the oppression that is a reality for some and making a safe place to have these discussions.

One participant spoke of listening and modeling after children, noting that they are not afraid to have these types of conversations and tell others what is right and what is wrong. It was suggested that sharing positive actions that Tosa is engaging in would help encourage people to come forward and share more ideas.

“We need to listen to the voices and the stories and empower the individuals.”

3.3 Police

Participants urged for police reform and spoke out about the issues and problematic incidents associated with the Wauwatosa police.

“Another big thing that has to happen for Wauwatosa to improve is that community policing has to be more equitable. I don't know the exact percentage of Black and Brown people living in Wauwatosa, but I do know that Black and Brown people make up about 70% of the traffic stops in this city. That just screams ‘you're not welcome here.’ Until this kind of thing is balanced out, there is no real belonging.”

One individual stated that the community is still dealing with the recent deaths by a police officer, stating that *“everything”* is problematic about the police department, suggesting that they need to *“protect and serve instead of pursuing and injuring”*. Multiple participants spoke of police racial profiling and the disproportionate citations and pulling over of people of color. One participant pointed out that the funding policy needed to be modified, the Police Department should not depend on citation revenue for funding. Another person suggested automating tickets through cameras, which could change the disproportionate rates of issuing tickets to people of color.

Community policing, getting community members involved, was suggested as a consideration to tackle the policing issue.

"We should consider following the lead of other cities that send out concerned civilians to work with police officers in order to deescalate non-violent situations. We have to make sure people receive information and access to resources."

One participant shared a personal story about protesting and then when attempting to drive home, getting physically pulled from their car despite listening to instruction from the police officer. The curfews in place were thought to be *"really racist policies"*. Another participant spoke of hesitating of calling the police due to unforeseen consequences.

"There have been times I wanted to call the police but didn't because I don't want them to overreact."

One individual suggested that the police department employ a chief diversity officer. Collaboration was discussed, finding ways to work with the Police Department to ensure equal treatment for all.

"We need to work with the police dept. There has been some de-escalation, etc. training going on. As citizens we have every right to expect our Police Dept to be just and equitable. We need more ways to work with the police to improve this. I cannot ignore that something is wrong."

3.4 Community & Relationship Building

Participants discussed how community and relationship building could help bridge inclusion and others feeling more welcome. Events that are welcoming to everyone, and community events to bring everyone together help build up communities.

"We need to be working better as a region. The way that I can make a difference is to meet people and establish relationships."

Several participants shared ideas of how to begin to connect and build relationships with others. The program ALPHA used at a local church was suggested as a model, replicating it in Tosa events, where people coming together for food or music and share ideas about a new topic each week. Community events that engage and draw people in was a common theme during this discussion. It was suggested by a couple of individuals that these events should be open not just to Wauwatosa residents but also the surrounding communities as well.

"We need to open up opportunities for people to meet. There are always lots of opinions and lots of people. I think it's especially important to stay open-minded and kind and accepting of people with differing opinions. It doesn't mean you have to agree"

with everyone, but you do have to respect everyone no matter what their opinions are. Whatever we do, we need to foster communication and open-mindedness."

One individual pointed out that the invite should be coming from a genuine place, not just including someone to increase the diversity. Neighborhood groups and associations was suggested as an example of bringing more people together.

"It's important to give people opportunities to engage in a meaningful way."

An "ambassador" was suggested, an appointee who can help engage and facilitate group interactions in their neighborhood. Another participant wondered how to extend activities that are taking place in a neighborhood and implement that into the wider community. Some places were noted as diverse and gathering places such as Pocket Park and 69th Street Plaza.

Welcoming newcomers into the community was suggested by a couple of participants. The Welcome Wagon was suggested to be implemented again. Another individual brought up "welcoming" versus "belonging", noting that the community needs to work on people feeling like they belong, not just welcomed in.

"We don't just want it to be a one and done project. We need to build relationships."

3.5 Public Relations & Advertising

Participants spoke about promoting events and more positive interactions, as well as addressing issues at Mayfair Mall, noting that "it darkens the image of the village". One participant spoke of awareness and also making others aware of what is really happening "behind the curtain". The city was encouraged to advertise some of the good things that they are doing concerning these issues.

"We have things we are doing proactively. There are things that Tosa is doing and we have moved forward. It's important to share these positive actions and make people more aware of where Wauwatosa is now compared to the past. This would encourage more ideas; it would encourage more people to come forward with new ideas and welcome input from across the county."

Some participant spoke about the media's portrayal of Wauwatosa and believes that they are not showing the entire picture, and instead focusing on the negative.

"It's important to understand that there are separate issues that cannot be lumped together."

It was suggested that Wauwatosa use their website as a platform to be proactive and to emphasize what they are doing right, as opposed to feeding into the social media critiques.

Another aspect that participants addressed was signage, pointing out that the subtle signals of division displayed on signs, were unwelcoming.

3.6 Schools

Participants spoke a lot about beginning conversations and facilitating engagement events within the school, emphasizing that *“it is easier to educate kids than adults”*. The discussion centered around types of activities that would bring people together, such as mentoring and sports leagues, bringing outside communities together, *“where kids could get to know each other”*. Recruiting more students, such as from communities around the border, including Milwaukee, was suggested as a way to add to the equity plan.

“I also think about the opportunity for parents to get to know other parents and maybe the schools could facilitate structured or unstructured conversations or dialogs between parents, with sensitivity to childcare and other potential barriers. On School Report Cards you see the equity gap. I wonder what it would be like if everyone was trying to work towards shrinking the gap, including getting the kids involved.”

Participants spoke of *“building from the ground up”*, and getting the kids involved in this conversation, due to the belief that children *“get it more than grown-ups often do”*.

3.7 Metrics, Goals, & Accountability

The participants spoke of the need to observe how metrics change over time, to identify a base level and set measurable goals. Suggestions also included developing a strategic plan and holding people accountable. One participant believed that the city should review staff and diversity and set goals. Holding each other accountable was thought to people aligned to their goals. Participants want a strategic plan with measurable goals and to be held accountable.

“I suggest a commitment to do a racial bias audit of policies and procedures and practices, a white supremacy practices audit. It should happen. We need an equity plan. I looked at the school’s plan and it wasn’t a plan. We need to train the staff and have real plans, benchmarks, and outcomes. We need diversity efforts beyond counting people; People count.”

3.8 Funding & Economic Accessibility

Some participants offered suggestions in regard to financial offerings and accessibility within Wauwatosa in order to open up to more community members. The Revolving Loan Fund was provided as an example of what could be offered. The noted fund provided gap funding, giving an individual funding for the gap of what they need and what the bank will loan. One

participant suggested to make this program more open and diverse, which would help with bringing more diversity to the city.

“City of Wauwatosa to be welcoming including holistically at all of the things that affect people. We’re working on the budget with an eye on housing segregation, low interest loans for minorities and transit. I believe people have a right to get to their jobs in Wauwatosa/Waukesha.”

Another idea was to bring more small local businesses into town, creating a work group with a goal to do this. Waiving fees during COVID and decreasing the \$350 joining fee was discussed as ways to bring in more small businesses.

3.9 Housing Opportunities & Public Transportation

Housing was discussed as a barrier, with one participant sharing that they could no longer afford Wauwatosa due to lack of affordable housing.

“On the topic of homeownership, there needs to be more affordable homes available and more affordable places to live. Or there needs to be ways for more people to afford homeownership - such as programs for assistance in buying homes or living in Tosa.”

Public transit was another area that was thought could be improved, with more frequent routes, especially around the Mayfair mall.

3.10 Equity Training

Two participants suggested that every elected official, as well as city workers receive “real true” equity training.

“I think it’s important to provide training for those in government and help to begin the normalizing of having a conversation about the barriers around race equality.”

3.11 Time

Time and patience were seen as a necessity, it was pointed out that Wauwatosa will not look different overnight, it may be at least 5 years until change is seen, but “at least we are now talking about the issue”.

“I think things take time. It's hard to wait in a world of instant gratification We are not always patient, we need to allow things to unfold.”

3.12 Other

One person wanted to point out that people, including young people, need to have places to go and things to do, especially during COVID. While another participant declared that they are not aware of barriers.

Connected Conversation: *“Where have you noticed the community change the most in the past few months/years and what’s your reaction to those changes? What systematic improvements would help make Wauwatosa a more inclusive city? What type of collaboration with the City of Wauwatosa would be helpful for our participants?”*

4.1 Moving Forward

All groups participated in Connected Conversations with facilitators, with some using the prompts to generate conversations. Not stemming from the prompts, participants spoke freely about what they could do now to address and promote diversity, equity, and inclusion.

“Let’s examine the past in order to better shape our future.”

Participants agreed that the city should highlight the values they share and accentuate the positives, in effort to go against the media which tends to be “polarizing”. One participant spoke of constantly waiting on bureaucracy, with no action taken, and also noticed that there were no actions or evaluation attached to the equity plan. Establishing collective goals to work towards and also track data was suggested during Connected Conversations.

While one participant spoke of the “national awakening of structural racism”, they cautioned that while initiatives were great, one must see the actual people behind it, not just a checklist to be done. Valuing people and stories was echoed by another participant. One participant noted that “once we have relationships built on trust, we have impact”.

Another participant spoke of focusing on themselves, as opposed to working on other people and their actions.

“It must be personalized. Knowing what I'm doing affects others on a personal level matters. I need to change. I don't need to help other people seek change; I need to change myself. I want to be engaged in behaviors that change me in a valuable way and make others feel valued and value me in return.”

Participants also discussed what actions could be taken next and where to start.

"I'm glad you brought up actions that can be taken. That's what I want to focus on. I'd like a petition, a march, a march delivering a petition, the ideas people have shared. I'd like some way to start. I'm baffled as I don't know where to start."

. One participant spoke of a petition or a march with a common set of beliefs in order to create a greater sense of everyone feeling welcome. It was shared that the Persisters peace pledge was circulating and community support would be appreciated.

Another individual pointed out that in order to be more inclusive, *"growth is necessary"*. Discussion also centered around change, believing that the city can indeed change, it is all about attitude adjustment. Participants also discussed who should lead and where to expect the change to come from. Participants suggested to look at themselves, look at the children. The city and businesses leaders were urged to review equity audits and ensure that they are actionable.

"I think it will work best if things are happening from all angles. Community groups, schools and policies."

"Changing hearts and minds is very hard. We need to start with people who have some openness. I'm not focusing on the ones who don't want anything to do with it. I start with those interested or questioning or starting to question."

Participants also discussed local businesses and what can be done. One individual wondered the city can provide signage to encourage people to cross over into Wauwatosa. One individual stated that they wanted to *"attract more racially diverse vendors"*, while someone questioned what the city was doing to let others know there was room for more businesses. The Common Council was not considered to be *"approachable"*.

4.2 Diversity

Without prompts, participants also discussed diversity and shared thoughts of the benefit of it. Diversity was thought to be *"crucial and good for all"*, recognizing that everyone has a diverse set of experiences.

"We all come from different experiences and we have to recognize and respect that everyone has their own unique perspective."

One participant spoke of hesitation when the Tosa Farmers Market was created, sharing that it felt like *"self-segregation"*, as opposed to going to FonduLac but believes it is good, bringing others to Wauwatosa.

Several participants spoke of connecting with others over food, with food tending to be the starting point and a “commonality” among everyone. Music was also suggested as a way to connect to others, such as the Tosa Tonight concert series.

“People have more in common than we realize. My favorite way to connect is sharing a meal with someone. People are living and navigating through their own world and social constructs but at the end of the day we have way more in common. I think connecting around food allows us to understand each other and our different experiences and different ways we have to navigate the world.”

“I think we all should have a very diverse group of friends with different backgrounds and life experiences. Build the friendships. It allows us to open our minds and have real experiences that help us grow. I value those differences religious racial economic etc. That's really important and food always helps.”

One individual spoke of exploring and identifying commonalities with others. The division in the country was pointed out, with notions of “respect and listening” and “meeting in the middle”. While another participant cautioned against overgeneralizing, pointing out that you can't lump people together and assume they think the same.

4.3 Cost of Living/Housing

The discussion group spoke about the cost of living in Wauwatosa, along with housing.

“I keep going back to the cost of living in Wauwatosa. I'm a homeowner, but I'm sure rent prices must be similar. As a homeowner the increase in home prices is incredible. It affects economic choices and it affects diversity.”

Recognizing that there has been push back for new housing development, one participant discussed how to move forward with it and trying to understand the reasoning for “not in my backyard”, relating to race and income.

“I have firsthand seeing those objections that people use that really mean they don't want diversity. And I must say the apartments in Tosa are really, really high-end. It's an important step to make apartments actually affordable.”

One participant noted that there tends to be a lack of diversity in home ownership and shared the idea of partnering with foundations and attempting to obtain grants to help with home ownership. While home turnover tends to be fast, with houses listed and off market in the same day, lack of diversity in home ownership was noted.

4.4 Change in the Community

In response to the question about noticing any community change in the last few months, participants shared their observations.

"I've seen lots of changes in our infrastructure in the last many years, but now it's time to focus on changes of welcoming and diversity. It's a new era."

Positive changes were listed as efforts to improve diversity and the removal of overdue fines for children's books. The School Board and Health Department, as well as other public officials were recognized as serving better and acknowledging the need for work on racial equity.

Changes that were perceived as negative included division and lack of communication, people not taking the time to get to know one another. A couple of participants spoke of not feeling like they were a part of the community, of the city not being welcoming as it once used to be. Participants questioned if people are now more openly racist or if the general community is indeed actually changing.

4.5 Systematic Improvements

In response to the question about systematic improvement that would make Wauwatosa a more inclusive city, participants offered insight to what they believe would help. No longer attacking divergent views, no bullying in Neighbor Associations, increasing diversity, especially in the Police Department, and scrutinizing the Wauwatosa Peace Officer's Association influence were all suggestion to provide more inclusiveness into the city.

Systematic changes overall, not just focusing on race, but making all individuals feel welcome in all spaces was suggested. It was believed that at the end of the day, each person was responsible on an individual level for being a *"good human beings"*. And finding ways to have these types of conversations at a larger scale was seen as a way to drive change.

"One can't change people's hearts until you talk one on one with people who you perceive as different from yourself."

4.6 Collaboration with the City

In response to the question about what type of collaboration with the city would be helpful, participants suggested numerous ideas and partnerships. The Health Department and Library partnership was used as an example and all city departments were suggested to work as a whole. Listening and input sessions were thought to be *"productive"* and urged more participation, noting that tense moments deter people from participating. The Common Council needs to give more feedback and dialogue to community members. Government and community gathering with an agenda and goals, along with Police and community listening circles were thought to be a good collaboration. The Best Buddies Program was also suggested.

4.7 Need for Conversation

Once again, during Connected Conversations, participants spoke up about the need for continued conversations, as well as *“hard conversations”*.

Participants spoke of including civic leaders in these types of conversations, as well as people who had divergent opinions. Continuing these conversations next year with the Zeidler group was suggested. Sitting with uncomfortable feelings was noted to be a necessity in order to start having important conversations.

“It's messy, but I've found that when you give people time to say what's really on their mind and to talk in a safe place it's amazing how far we can get. Letting people speak their minds and get to a new place and a new understanding.”

4.8 Hopefulness

A sense of hopefulness and positive feelings were shared during Connected Conversations. Participants spoke of seeing more signs, such as *“Black Lives Matter”* and *“Choose Love”*, as well as observing parents choosing library books of diversity for their children. Participants also felt *“emboldened”* and *“empowered”* after participating in this discussion group.

“I feel emboldened by this group. I'm encouraged by all of your passion. And frankly it makes me feel better about my choice of continuing to live in Wauwatosa.”

4.9 Perception

Participants spoke of negative perception associated with Wauwatosa, including being a *“less tolerate community”* and the acceptance of diversity being different in different pockets of the community. One participant suggested that in order to shift the perception, people must *“acknowledge and own”* the history of the city.

4.10 Police & Fire Department

A few participants began dialogue regarding the police and fire department. Within the fire department, one participant questioned if there was work being done to increase diversity in the FD. One individual stated that there were barriers, such as specialized education, but the FD is working to widen the net and engaging with Veterans and other community members to attract people to the job and noted that it has been successful.

One participant stated that they *“appreciate the timelines that the police are sharing, the transparency, the communication”* from the Police Department. It was noted that this was a team effort on behalf of the PD. The hiring process for the PD is currently being *“retooled”* and the addition of bodycams is being implemented. One participant spoke of leaving Wauwatosa due to fear developed from the *“overwhelming hatred”* of police right now.

4.11 Other

One individual questioned if the current school system was more or less diverse than it was during the 220 programs from years ago.

4.12 Parting Words

A few concluded the discussion by sharing parting words. All shared positive thoughts and feeling with the group, using words such as *"hopeful"*, *"encouraged"*, and *"grateful"*. A couple of participants shared words such as *"frustration"* and *"messy"*.

"Positive that people care enough to get on a call when we're all busy. It's mentally enjoyable and sure, it's encouraging that we're getting together and having this conversation."

"Community. This is what community is."

Annexes

Question Round One: "From your experience, share an example of something that would prevent someone from feeling welcomed or included in the City of Wauwatosa."

1.1 Police

- Police interaction with people of color is questionable and appears to be inappropriate.
- The negative encounter for people of color with law enforcement prevents a feeling of being welcomed.
- As a person of color, I have been pulled over by the police on several occasions. My experience kept me from feeling welcome at that time.
- Especially since July it has been very unwelcoming. We love Wauwatosa and have always recommended it. But it was clear from the start that some were not so welcome. We see that all the drivers stopped by police were black. Every time. They were never not black! It has to do with our leaders here. They have old ideas. We need new ideas.
- I've had a similar experience to what other people have mentioned. I've had many conversations in my family about who we always see being pulled over by police. A few years ago, we planned a family gathering at my house. I told all of my relatives that were coming to my house to be careful not to speed because on the main street they would use to get to my house they would likely be pulled over if they were speeding. Well, it turned out my nephew did get pulled over. But he wasn't speeding he was just lost. My nephew is black. He was trying to find my home in *. He wasn't doing anything wrong; he was just driving around my neighborhood trying to find where my house was, and he got pulled over by the police. He was pulled over and questioned just for driving in the neighborhood. This is so hard for me. I regret not moving out of Tosa after that happened to support my nieces and nephews who are black. I feel I am not supporting them living here. I really do regret that.
- I have a visceral reaction to crossing 60th and North Ave. I feel as though I am being watched closely by the Tosa police while driving.
- I am also concerned about cops pulling over an inordinate amount of people of color.
- In response to the protest, the 7pm curfew is demeaning. If we are trying to be inclusive "we did everything wrong." Excessive police presence and tear gassing protestors does not help our cause.
- Conversely, at Mayfair Mall I see lots of Black and Brown people. But when I'm in the village stores or at the local restaurants the feeling is just easy going and business as usual. But at Mayfair I always see elevated security. So, for me there's always a connection of law enforcement presence in the area of Wauwatosa where Black and Brown people are more likely to be. The message that I get is 'you can come here as long as you behave well, otherwise you're not welcome.' I drive down North Avenue all the time, and for years I have seen a lot of people pulled over by the police for traffic

violations. And literally in 25 years of driving through Wauwatosa I have seen one white person pulled over by police, all the others have been black people. I vividly remember this. I remember thinking 'yay, it's a white person this time.' So basically, as a Black woman I feel like I can go to Tosa, but the message is UN-welcoming and that there is a need for a certain 'kind of behavior' or 'kind of person' in order to be really welcome here.

- The feeling of unwelcome has intensified recently. City employees, the police, etc. are not welcome. There's a war on cops in this city. I worry about my kids when fellow students find out what my job is. We're moving out, getting out.
- My wife and I have had a continuing conversation for at least the last decade about traffic stops. We always talk about how we notice that nearly every time we see a police car pulling someone over it's a black person. Easily 80 to 90% of the time. I've learned more, I now understand how this happens.
- Two things primarily come to mind. First is the consistent experience, over decades, of seeing people pulled over on North Avenue and the incidents of being pulled over for 'Driving while Black' are always disconcerting. In the last year or so I'm now stopping and videotaping what's happening as I understand that can be a helpful act. I videotape and then drive away when the cars pull away.
- I've seen many instances of the police stopping people of color on North Ave. east of 76th Street.
- My sister dated a black man and one day we were going to afternoon movie and police stopped him without a reason in the middle of the day. I knew then that driving while Black in Tosa is real. The awareness that is growing now is hard to ignore. When someone is pulled over, I now wonder should I stay and watch? This started at least 30 years ago.
- Things have recently spread like wildfire. Officer Joseph Mensah's recent shooting has caused angst amongst Tosa residents and people in surrounding areas. In addition, the tear gassing of peaceful protestors was inappropriate.
- Another incident, during the protest last month, my husband and I were driving home and at Mayfair Mall we saw tanks and soldiers with assault weapons. That show of force was so troubling, and disrespectful. I was ashamed.
- Seeing how many People of Color get pulled over in the streets is hard.

1.2 Lack of Diversity

- As a firefighter in Wauwatosa, the make-up of our staff is 80% white males. I really would like to see more inclusiveness and diversity.
- I want to address my privilege. I think our community events are too Caucasian. I want to bring in diverse vendors. My husband is a * who seeks to help people of color find housing in Wauwatosa.

- As an educator we are lacking in diversity amongst, staff in school and in curriculum.
- I was raised in Tosa and I spent ten years away from it. I've seen growth in businesses, and housing. However, there is a paucity of minority owned businesses in Tosa.
- There is a lack of diversity.
- For me I really have to wonder if there actually is welcoming in Wauwatosa. I love the restaurants, I love downtown, I go to all the places - La Reve, Bel Air, all the restaurants on North Avenue and in the village. But when I go into these places, I can count on one hand or less the number of Black or Brown people that are there - and often it is just me. I really don't blame the restaurants; I don't think this is intentional. In fact, some of the business owners are my friends and my clients. But I'm always reminded in these places, as the only black person in the room, that I don't belong here, and it always makes me wonder why aren't other Black or Brown people here as well. I don't live in Wauwatosa; I live in Milwaukee. But I'm a * and Wauwatosa are one of my biggest markets so I'm in Tosa a lot.
- This is from my lens. My husband is an immigrant. He's from * There have been times where business owners in Wauwatosa have been discourteous to him. He'll say something and not be understood. If this is not your country of origin it is problem. I see the unwelcoming attitude when my husband is not understood or when my son, whose name is *, people want to Anglocize his name. No leader in our community is non-native born. My husband is a citizen, but there is no representation for him. That is necessary.
- My husband and I moved to Wauwatosa 15 years ago. When we were house hunting, we valued inclusivity and wanted a nice area with sidewalks. We ended up moving to a home right off of North Avenue - we like the homes, the walkability, and the public transportation. When we were in the process of looking for homes, we had a great interview with the principal at what would be our kids' grade school. The Principal was a black man. I thought I knew the area. I had a perception that Wauwatosa was diverse, but when we moved here, I realized what a white community Wauwatosa really is. I was uncomfortable about it then and am becoming even more uncomfortable with the lack of diversity here. I grew up in * the most diverse city in the country probably. Every race and ethnicity, every language. It's a total cultural shock to be in Wauwatosa. There is very little diverse representation in the citizens and little diverse representation in the city leadership. To me this creates a feeling of not being welcoming.
- I originally lived in Wauwatosa with my wife and two young kids about 25 years ago. Then we left and moved to Whitefish Bay to raise our kids. When they grew up my wife and I moved back to Tosa as empty nesters. I thought I was moving out of Whitefish Bay and back to a diverse community. I was really disappointed to realize that there is not a lot of diversity here at all.

- I have to echo everything I'm hearing. I own a business in Wauwatosa, and I've had so many people say, 'I can't believe you didn't board up your business windows.' That's just not who I am. I tell people you can't know what this must be like for a Black person because you're white. I'm a white woman - I can't fully know the experience of a black person. There is a real lack of representation in Wauwatosa. I moved to Tosa from a very white community and I was SO surprised to find myself living in another very white community. I'd say of the hundreds of customers that I have, maybe five or six are black. My kids have very few Black kids in their schools. And they tell me that the Black kids tend to stick together which makes me think that those children are not feeling included or welcome. In my conversations with black people that I know, I'm often hear that they don't want to come into Wauwatosa because they don't feel welcome here.
- What also occurs to me is that I lived in Oak Park, Illinois for ten or twelve years and it was well known there then, and now, as being like Wauwatosa in size and distance to a city. They had programs that have stood the test of time about inclusivity and I think that programs like that need to come to Wauwatosa. The lack of diversity here can be unwelcoming.
- The first thought I had was the lack of diversity in Wauwatosa. I have two kids at Lincoln Elementary School, and it seems, well it is very white. I can see that could make someone feel unwelcome.
- Also, I've noticed a lack of minority owned businesses. And a lack of diversity in the residents of Wauwatosa. Over the last few weeks I've talked to POC who wouldn't want to move here.
- It's sometimes really awkward talking about what we think the experience is like for minorities because as a white person you don't know what you don't know. My experience is not your experience. I spent my career working * and in fields working on inclusion. My personal experience, especially through my church, is being surrounded by a lot of diversity, lots of people from different backgrounds, speaking different languages. I've lived in Wauwatosa for years but never felt like Wauwatosa was where I was from even though I lived here. It didn't represent the diversity that I wanted or was used to. My life outside of Tosa was so much more diverse than inside my own community. More recently I joined an * club that was diverse in age at least. And it made me feel more included. I also had a good experience recently with a neighborhood association scavenger hunt activity that connected me to neighbors that I didn't know before and were different from me. These things help me feel like Wauwatosa is my community.

1.3 Unfair Treatment & Targeted due to Race, Religion, or Sexual Orientation

- I live in Milwaukee and I signed up to volunteer with the Next-Door Foundation. I witness lots of racist activities and have overheard racist language in multiple conversations. When I am in Tosa I hear the same language.
- I had a troubling experience when I moved to Wauwatosa as I was walking in Hart Park a noticed a man of color waiting at the bus stop and there was a car with some passengers who yelled out the window to the man "get out". On another occasion as I was at the enrollment office, I witnessed a lady of color having to prove she lived in Wauwatosa and not Milwaukee. So, I feel that having to prove you're able to be in the city of Wauwatosa because of your race prevents feeling welcomed.
- I did not know the history of Wauwatosa as having to do with race relations before I moved here a little over four years ago. I recall not seeing a lot of people with my skin tone and I remember being in prominent food market and I had gotten some food and the clerk looked at me and said "I trust you to take that up to the counter and pay for it". I felt out of place and unwelcomed.
- My husband and I have lived here in Wauwatosa since 1986 and I would say my private experiences with some of my neighbor's causes a feeling of being unwelcomed. For example: There has been occasions where they stop speaking or talking to us because we allowed some people of color to play basketball on our property. The not speaking goes on for extended periods of time.
- I hesitate to say this, but I notice when there's a person of another race in the neighborhood. I'm ashamed. We're foster parents and the current child placed with us is African American and on the playground the child was called a racial name and I was shocked. In my role in the city when we have discussions with tense topics the language that people use can sound unwelcoming.
- I used to live in Tosa. I lived in the area near Colectivo on 68th St with my ex-girlfriend. We spent a lot of time at the park with our kids. She and I both felt like we were treated very poorly. When we were out in the neighborhood, we felt isolated or unseen by others, kind of like we were the 'untouchables'. Our landlord also acted very strange around us and towards us. And, our rent just kept going up and up and up. As a black and gay couple, we did not feel welcomed by neighbors or by businesses. It got to the point that we felt like we couldn't even go outside. We couldn't go into our own neighborhood. So, we were paying ridiculous money for rent to live in Wauwatosa and we were treated like outsiders.
- This is from my lens. My husband is an immigrant. He's from *. There have been times where business owners in Wauwatosa have been discourteous to him. He'll say something and not be understood. If this is not your country of origin it is problem. I see the unwelcoming attitude when my husband is not understood or when my son, whose name is *, people want to Anglocize his name. No leader in our community is

non-native born. My husband is a citizen, but there is no representation for him. That is necessary.

- Before I start my comments, I have to send love to the other participant for her kind thoughts and support for her nieces and nephews. That doesn't always happen. I live in Tosa as a black woman. I have relatives who are white who live, honestly, just blocks away from me...just on the other side of North Avenue. When I invited them to some of the sit-in protests my relatives looked at me like I was crazy. I can't tell you how many times I've been looked at here like I don't belong. I can't tell you how many times I have been followed around in stores while I'm shopping. This happens all the time, these are stores there are literally blocks from my house. It happened to me when I was growing up in Wauwatosa and it still happens to me now. It happens to me and my children when we're out in the neighborhood, especially shopping in stores – we are followed by the people working in the stores. We have a big problem here. Before seeing me, you see the color of my skin. The color of my skin before seeing anything else. I am honestly profiled all the time in Wauwatosa. This must change.
- It's still very present in my mind that when I was attending the first school board meeting where my hiring was up for a vote and approval, moments after the approval someone on the call used the 'N word' several times. They were immediately muted and kicked off Zoom, but the experience was traumatic for many reasons. It was a public event and there were about 1000 people on the call, including many people of color hearing that act of violence. It was traumatic for me and for a number of people who witnessed and heard it.
- Building on what was just said about what happened at the school board meeting, at the one school board meeting I've listened in on about different learning models there was a similar incident where some kids got on and were using racial slurs and laughing. They were quickly muted but I can see how that could make a lot of folks feel uncomfortable and unwelcome.
- My experience in twenty years here is that I have friend of all ethnicities and sexual orientations. I haven't witnessed anyone being discriminated against. I personally was formerly targeted for being a blonde and blue-eyed waitress. I had things thrown at me and did not get tipped.
- As they say, if you're not at the table you're on the menu. My feelings about this have driven me to public service. My family is mixed religious Jewish/Christian. I was very surprised by how uncommon that is in Wauwatosa. There is lots of non-overt antisemitism. When I was door to door canvassing for office, I had a long conversation with a Catholic woman. Although our values lined up this woman told me that she would not vote for me and many others wouldn't because I am Jewish. People seem to vilify people of other religions. Morals and beliefs don't seem to matter. I'm lucky I'm white and can pass.
- I have a Jewish friend who feels unwelcome here. In a business she was once called a bitch, and she doesn't want to return.

- Several years ago, in our church there was a woman who was there all the time, doing many things. My husband and I got to know her and worked with her. We learned after several months that she was homeless. Later, we learned that a pastor had discouraged her from coming back to the church. That certainly felt very unwelcoming.
- In addition, we also have racial tensions.
- I'm extremely disappointed in the city right now. I see a lot of need for white gratification, lots of white cheerleaders. I've found there's a lot of learning value right now, but it's also discouraging.
- My son is biracial and the questions from kids on the playground- "Are you Chinese? Japanese?" That was rough. There was a "Japanese Day" at the school which was objectifying and not including students. It felt antiquated like "Native American Days" as if they no longer exist. We're not Christian, so holiday music that wasn't Christocentric was something I had to push for, especially for Muslim students too. I have transgender kids in my congregation and advocating for the school board to be more inclusive was rough. Seeing how many People of Color get pulled over in the streets is hard. Seeing the killings in Tosa was very personal.
- I was called to go to check out some white supremacy graffiti on the outside of a building that was supposed to have been removed but it wasn't. I was told by a resident that white men were circling the block over and over again protecting the graffiti, which is why it hadn't been removed.
- I've been here for twenty years. I have a 19-year-old son. We've had good experiences and met good people. The first year here it was obvious to me that my neighbors noticed me. (he's Black, neighbors White)

1.4 Perception

- I hear about the history and the historical perspective of exclusion in Wauwatosa. I always think 'this isn't my neighborhood'. My neighbors seem to be of different races and ethnicities. There are a lot of current references to being an exclusive city. I think we need to keep putting out new social media that shows we are different than we used to be or have changed through the years. Especially where social media is concerned. I'm not meaning that we don't have a problem, but I think in addition to the problems that we do have we also have a perception problem. We have to get over that hurdle so that we can start to work on the things that we can improve further.
- I don't live in Wauwatosa I live on the eastside, but I know the history of Tosa, and I can see the differences in opportunities as I drive from one side of town to the other. One of my big questions is how do we allow others into the system? Into the food system, into the education system, etc. There's a lot of poverty and other differences between Milwaukee and Wauwatosa. How can we support access to opportunities for everyone?

- I moved to Tosa twenty years ago. One of its aspects that attracted our family was “its small-town feel.” That aspect has considerably diminished. In addition, social media portrayal of Tosa as highly polarized is inaccurate and harmful.
- Social media has done Tosa a disservice. We are portrayed as elitist and not welcoming.
- There’s a history of racism in the city of Wauwatosa which lasted until around 1955 with the racial conveyance but I feel it is not fully behind us.
- At the city we’ve had a series of trainings to learn about equity and we are learning about covenants and sundown laws that existed in the community. That history is something we haven’t dealt with as a community I don’t think.
- A friend who lives in Whitefish Bay asked me if there was a sign in Wauwatosa saying the city is for white people only. And I have friends who are both doctors but don’t feel safe coming into Wauwatosa. The way we use words and where we put them matters and we have to safeguard that for people to feel comfortable here.
- This situation happened last week. I was born and raised in Milwaukee and have a sister in Wauwatosa and another sister in Arizona. I still live in Milwaukee, near the border with Wauwatosa. My 14-year-old son and my Arizona sister and her teenage son were visiting in Wauwatosa and my sister called and said, ‘Your son is lazy.’ I responded, ‘Why did you say that?’ She said that she’d asked him if he wouldn’t mind walking to the store to pick up something and then stop at a restaurant on the way back but that he wouldn’t do it. I said I’d talk to my son and so I asked him what was going on. He said, ‘Mom, I have a hoodie on and I’m in Wauwatosa now.’ That’s all he needed to say. I’m African American and so is he. Obviously that experience had an impact on his Arizona cousin. From a welcoming standpoint, where did my son pick up the perception of Wauwatosa as an environment that felt unsafe to him and unwelcoming to those he was talking to?

1.5 Segregation in the City

- I’m a mom of elementary kids. I moved to Tosa 12 years ago with my husband because of his job. I thought it would be temporary at the time but we’re still here, surprise! We want this to be our forever home. My children are half Filipino and half white. I can count on one hand the number of non-white kids that they see in school with them. This causes a significant barrier for kids. There’s an element of segregation or a feeling of otherness that’s ingrained in the system, at least that’s my experience as a mom in the public schools. I see barriers for my own kids.
- I am a native of Wauwatosa. I have a lot of examples of existing inequities throughout Tosa. For example, in our schools there exists a white track and black track. The East side of Tosa is very different from the West side in terms of income and diversity.
- My perspective about the city is that everyone west of Highway 100 is isolated from the activities that make Tosa great. There is more inclusivity by proximity on North Ave.

area, where there is pedestrian traffic. In the western area things are not so accessible and social.

- The segregation of Milwaukee. Coming from Atlanta and California I've never experienced such a segregated city. It made me feel automatically different. When I started to interact with people I got stared at and I still do. Maybe it's because people aren't used to seeing someone like me at the grocery store and in other places. I keep getting stared at and it makes it hard to feel welcome.
- I don't live in Wauwatosa I live on the eastside, but I know the history of Tosa, and I can see the differences in opportunities as I drive from one side of town to the other. One of my big questions is how do we allow others into the system? Into the food system, into the education system, etc. There's a lot of poverty and other differences between Milwaukee and Wauwatosa. How can we support access to opportunities for everyone?

1.6 Awareness

- I think most people would agree that the people are the most comfortable with others that look similar to them and think similar to them. I think we have to be aware of barriers in Wauwatosa to those who don't look like people expect a Wauwatosa resident to look.
- As an Alderperson, there has been a feeling that Tosa has not been inclusive. My interests are in business development, housing and welcoming. I am concerned that we may not be abiding by Federal Civil Rights Legislation.
- The actions that city of Wauwatosa takes are based in reality. My question is "the make- up of the staff in service industries reflective of the people we serve?"
- I serve on the *. We've had visitors to the meetings and have standing members of the Commission. A high-ranking city official who attended a meeting said that Wauwatosa is a Caucasian community and then moved on to other comments without any recognition of diverse people in the room and what that comment means to people of color and White people in Wauwatosa. As a person of color, I feel completely left out of that statement. The person claimed I was twisting their words when I tried to get them to understand. They tried to back up what they said with stats of city. But the statement was said without acknowledgment of how it would make people feel. I don't think about race every moment of the day but when White people say things like that it makes me feel unwelcome.
- I obviously have a very different experience in Wauwatosa as a white male. I think a lot about why Wauwatosa doesn't feel welcoming. I realize that we are a majority white community with a strong history of exclusion. I do think, though, when I'm out in the community more recently that diversity is now on the top of everyone's mind. It makes me try harder when I'm out and about to notice who is around. And to notice if there are Black or Brown people in different areas of Wauwatosa. This summer, I felt like Hart Park playground was one of the best places in Wauwatosa for diversity. When I was

there with my family, I would see lots of kids and families of all races. I watched the kids on the playground. They had such an easy time relating to all the other kids. All they wanted was to find someone who would chase after them and play with them, it didn't matter what color they were. It was a very diverse group of children all playing together. It seemed very easy for the kids. I wonder, how do we breakdown these differences as adults? I'm on the West side of Tosa, and on the West side I really don't hear much at all from my constituents about diversity. The feedback I get about Wauwatosa being unwelcoming or not diverse is usually from outsiders or from people on the East side of town.

1.7 Not Being Included

- The other thing is that there is a good sense of Wauwatosa. My wife and I moved here five years ago, and I remember not exactly feeling cut out but rather feeling like groups had already been formed and established. I could see that creating a feeling of being unwelcome.
- My comments are similar. My biggest touchpoint in Wauwatosa is the schools and it's a very tight knit community. I think the schools are a strength with a network of people to call if you're late or need something. My mother-in-law was visiting from Texas once and came to a school event. Her comment was that there would never be that kind of attendance of parents at their schools in Houston. Here we have a big parent presence, but it doesn't take into consideration the parents who don't drop off their kids and get to connect with other parents then, or can't participate during the school day, etc. There is a multiplicity of things that might lead parents not to be able to participate but it needs to be top of mind to remember these other parents and figure out how to include them.
- I moved here after living out of state and in suburbs. When I first moved, I found it hard to find my niche. Everyone was nice but it was hard to break in as so many people grew up here and didn't leave- they went to high school here and have deep roots here. I liked that but it was hard to break in.
- I serve on the *. We've had visitors to the meetings and have standing members of the Commission. A high-ranking city official who attended a meeting said that Wauwatosa is a Caucasian community and then moved on to other comments without any recognition of diverse people in the room and what that comment means to people of color and White people in Wauwatosa. As a person of color, I feel completely left out of that statement. The person claimed I was twisting their words when I tried to get them to understand. They tried to back up what they said with stats of city. But the statement was said without acknowledgment of how it would make people feel. I don't think about race every moment of the day but when White people say things like that it makes me feel unwelcome.

1.8 Positive Comments

- I really don't have an issue with the police in Wauwatosa. I speak to and respect the police. I don't get a sense of systemic racism. As a business owner I see inclusiveness in Tosa.
- I have to say that being on the Council and the mother of adult children as well as having friends with adult children I've always felt welcome.
- My experience in twenty years here is that I have friend of all ethnicities and sexual orientations. I haven't witnessed anyone being discriminated against. I personally was formerly targeted for being a blonde and blue-eyed waitress. I had things thrown at me and did not get tipped.
- I was fortunate in that I had lifelong friends here, so I felt a part of the community immediately. I did have a dear friend from Washington DC who came to visit. She had a good response because she saw people interacting and had heard so much negative about Milwaukee.
- One of the reasons my wife and I moved to Wauwatosa is the diversity and wide-ranging demographics of people, for example race, religion and political standing. My wife and I are firm believers in getting to know people out of own experience. Until recently it seemed Wauwatosa was doing a good job. We've attended events, festivals, farmers market etc. and haven't really felt unwelcome. I didn't feel there were outstanding issues until now.

1.9 Accessibility

- I work with *. I question if all residents have access to information and resources. For example, in terms of food and medical assistance during this Co-vid crisis some residents did not receive notice of the programs and assistance we provide in Tosa.
- I don't think that we are welcoming for people/residents who have physical disabilities. There is a lack of public space for those who are disabled and a lack of housing.

1.10 Housing

- I also think there's huge cost barriers to living in Wauwatosa. I want to live in Wauwatosa, but I instead live in an apartment just outside of Tosa because of the cost.
- I'm hearing from my kids and their friends that it's difficult to afford housing in Wauwatosa.

1.11 Language

- In my role in the city when we have discussions with tense topics the language that people use can sound unwelcoming.
- A friend who lives in Whitefish Bay asked me if there was a sign in Wauwatosa saying the city is for white people only. And I have friends who are both doctors but don't feel safe coming into Wauwatosa. The way we use words and where we put them matters and we have to safeguard that for people to feel comfortable here.

Question Round Two: *“After listening to comments in question #1, how does this affect your perception of Wauwatosa as a welcoming city?”*

2.1 Needs & Issues to Address in Wauwatosa

- Which perception? In my nature? As an elected official? As a mom? I try to see from many points of view. I try to flip from the negative. Those things all discount the 85% of times I have positive experiences. Also, it's really wonderful to broaden my perspectives. It helps me to understand. I'm trying to understand others' perspectives. My husband and I are *. In our situation we were welcomed as tokens. Lots of things are welcoming. In every city around the country this is a problem. We can't solve anything until we find common denominators. I would like to see reports come out before the 28th. We are looking now at different ways than we had. We all feel distressed about stuck camps. We've got to find new ways.
- I believe that Tosa works for many but not all. We have to welcome and promote diversity.
- In addition, we need to have “true conversations” about issues of race, equity and inclusion.
- “I hear a lot of complaints and concerns about racial and sexual harassment” which simply needs to be addressed.
- Wauwatosa does not represent everyone equally.
- I feel like it's our perceptions of things that help us make decisions about how we feel or act. Right now, I really want to push back on the Zeidler group for making these questions around the concept of welcoming. What we really need this discussion to be about is a feeling of belonging -that's very different. I've moved out of Tosa and now I live in Milwaukee. And I can say that I just don't go to Tosa anymore. I don't use a car; I know how to drive but I don't choose to use one so that's part of it. But really, there is nothing in Wauwatosa that I need to go there for, and I deliberately choose not to go into Tosa. If I drove, I might visit Mayfair once in a while. But otherwise I have no interest in being in Wauwatosa. I have a lot of Black friends who went to high school in Wauwatosa and they have often related to me that they did not feel part of the culture in Wauwatosa when they were in school there. Lots of things that I've experienced in Wauwatosa - and the things that I've heard my friends talk about that they have experienced- influence what I do. It also influences where I spend my money. Tosa just doesn't make the list of where I want to spend my time or money. But Milwaukee feels different, it makes me feel like I belong. I know Milwaukee has its problems, but it makes me feel accepted and that I belong in the city.

- I think the issue of housing is especially important. It's a key part when looking at bridging barriers to people feeling welcome in Wauwatosa. I also wonder a lot about how we can recognize the people living around the borders of Wauwatosa as being our neighbors.
- I agree that the kids playing there mix together so easily. But I also see this changing as they get a little bit older. As kids get older – maybe around 11, 12, 13 - I see them start to separate again. When I'm at Mayfair Mall I always notice that the young people are separated. Generally, white kids are mostly there with white friends and black kids are mostly there with black friends.
- Plus, my perception is that while the white kids are at the mall just shopping and eating food and having fun, the Black kids always seem to be being supervised by the security at the mall. Your involvement and comments about the West side of town makes me want to comment further, but I've used my time, so I'll save that for our discussion time later.
- Parents and citizens of Tosa set up food distribution in elementary schools. We probably could have "got the word out better." Shutting down the city was problematic.
- I never really thought about a food pantry. Lack of communication about the curfew is well noted. Again, housing issues in terms of inclusiveness is lacking.
- Tosa is so pretty- it would be \$1,000,000 neighborhoods in other cities. So much beauty, nature, and options and then I'm faced with the other half. I don't want my 16-year-old driving here and we are actively considering moving back to Atlanta. I have so many friends from my HBCU who would love living here, but I would never recommend them to move here, because it could mean life and death. The walkability isn't worth that. It has so much to offer but it is so complex when you weigh that with your kid coming home alive. I'm doing the work to change that.
- Things were bubbling under the surface in Tosa, prior to the protests. We have been somewhat ineffectual in addressing concerns of residents.
- It lessens the appeal. If Tosa isn't welcoming to a diverse group, then it won't be as rich. You won't be able to offer as much. You won't have a variety in food or global education. It won't help you evolve or grow and that's important to me- becoming a world and global student. We can recognize different cultures and languages. I would hope for better for my children.
- I would go back to my survey and change responses because the people are giving such honest and strong answers. I love this city. We chose Wauwatosa because it was diverse. I see much diversity here. I tell everyone it is the most urban suburb. I am hearing things I haven't thought of. Jewish people. Why aren't there more? I'm not a practicing religious person and that's very uncommon here. It's not inclusive for non-practicing.

2.2 Appreciative of the Discussion Group

- First of all, thank you for sharing your story. When I was filling out the pre-survey it made me wonder how LGBTQ people felt in Wauwatosa, I assumed Tosa was pretty welcoming. Your responses opened up that issue for me. And I see that you really have a one-two punch as a black person and a gay person. Now I wonder what your experience would have been like if you were a black male couple or white gay couple. My own family is bi-racial - my husband is white, so he fits right in here. But he is so annoyed by what he sees and hears. He notices the different treatment, because the rest of his family includes me and our Brown children. I also appreciate your story about understanding how you feel like you fit in but that you are becoming aware of different people's experiences. Hart park has been an eye-opening experience for me as well.
- I'm very grateful to everyone in this group. I think the feelings were talking about a representing a strong and growing section of Wauwatosa, but I also know there are a lot of people who feel very differently. I work very hard for social justice, but the rhetoric I hear around me in Wauwatosa has to be acknowledged. We have to realize there is a very vocal Group of people who believe there is no racism here they believe there is no exclusion here. We need to get to a place we're more people understand that there is racism while Tosa that there's systemic racism right here around us.
- I'm struck by how much this group feels all on the same page. In other city discussions that I've been involved with I have seen lots of different views. Even believing in the idea of reverse discrimination, which is not really a thing. All of these dialogues are really important. It's important to have a safe place to have a conversation and have ways to hear from one another. The conversations are great, the dialogues are good. But there are also some people that need to be pulled into the conversations because they're not going to volunteer to be there. It makes me feel especially sad that our whole group agrees that Wauwatosa is not very welcoming.
- I'm so grateful for the people who are willing to use their voice. I've been very involved in the protests going on. I grew up in Wauwatosa. My mom is white, and my dad is black. They decided I had to go by my whole name - my first name, my mom's maiden name, and my dad's last name. They thought it was important for me to include my mom's maiden name because it was a familiar name in Wauwatosa. My parents were afraid I wouldn't fit in, especially if I just used my first and last name. As far as equity and inclusiveness go in Tosa, we have an ad hoc committee that was put together to discuss this issue. But now we're seeing people who are voicing their opinions and questioning Tosa's inclusiveness getting harassed for their opinions. People on the committee are getting harassed for questioning Wauwatosa's equity and inclusion. The resistance to these ideas is sending a powerful message to people that Tosa is not welcoming. Having an ad hoc committee is supposed to allow for a safe space for open discussion. But that safety is being negated by the harsh reactions to these different opinions.
- It was helpful for me to hear those experiences because I think what I shared could create a perception that I think it is welcoming. I hopefully still believe that we're a welcoming city that can sometimes seem as if we aren't but hearing the more specific examples has helped me to understand that that perception of Wauwatosa as welcoming may not be

universally held. So, personally I think people are here sharing which helps me better understand the conversations going on.

- What another person said earlier reminded me of when my kids were little, in elementary school, and we were doing the room thing and school field trips but then my husband lost his job so we couldn't afford to pay to participate in those things anymore. It was like we fell off the face of earth. Those small things add up fast and led me to fall out of the school community really fast. It reminded me how quickly one could fall out of community. I'd like to see us grow to be a community with a food pantry with alerts when supplies are low. I appreciate that we've identified a need and I appreciate that you helped me to remember that experience.
- It is interesting to hear different perspectives. When I moved here (20 years) Black folks wouldn't come to Wauwatosa. And the effect was that money was/is not being spent here. Things are coming to the surface in 2020 and people are calling me from all over the country with concern about my well-being. People are hesitating to come here.
- It's good to hear stories. We need to be asking about the money, like, what is keeping minority businesses from coming here? Tosa is a place of small businesses. Why not minority? No one liked seeing the National Guard here. I don't know anyone against peaceful protest, but I want to feel safe when things get out of control.
- I too am grateful for peoples' openness about their experiences. I am thankful to our Black member for sharing so I have a chance to learn from him. And the fireman's ideas of West Tosa as perceived so differently is new for me. I'm not sure what to do with that. We live in the western part, but I spend most of my time in the eastern area. I share a hope that we'll learn from each other.
- The things that makes me hopeful is that we're having this conversation. It feels hopeful. Tosa is wonderful in a million ways, but I want it to be wonderful for EVERYONE who lives here, works, visits, shops, goes to the park etc.
- We try to be welcoming. We have issues to work at. I like that we're having these discussions at this level. I'm only moving for my kids' safety.
- I'm very interested in knowing more and hearing more thoughts on the cost of entry into Wauwatosa and the lack of diversity in the schools. Feeling included in your neighborhood associations is great, but if you feel left out a neighborhood association can even feel exclusive. It's interesting to me that the perception of something that is meant to be positive can turn out to be negative for someone else if they don't feel welcome. I think it's good to really hear about the variety of feelings of inclusion from other perspectives. I have the experience of setting up my neighborhood to be a welcoming association but was met with people who said it felt like a cliché. That was not the intention at all. It's important to keep listening to others' perspectives, it's very good for learning how people are feeling and if they're feeling excluded.

2.3 No Change in Perception

- I am not surprised by the stories I have heard. I work in health care in Tosa and I witnessed systemic differences throughout the medical field.
- The people who are participating (this evening) want to be here. In response to previous comments my perception has not changed about Wauwatosa.
- My perception has not changed. I live close to where the protestors were. I thought law enforcement overreacted to minor incidents.
- My perception has not altered. I think that most of tonight's participants and the majority of Tosa residents care about our community. I think social media has gone awry with its characterization of Tosa as a non-inclusive community.
- My perception has not changed. The comment about the lack of accessibility for those with physical disabilities is enlightening. I never knew how pronounced this issue is.
- This evening's conversation has not changed my mind.
- I always thought Wauwatosa was welcoming. Segmented not segregated, but I always thought welcoming. I know what happened May 25th and then we became unwelcoming? Last night I had a great conversation with a resident. I welcome that. I've been here 20 years and can count on one hand how many times I've seen city officials in this building (police office) We try to be welcoming. We have issues to work at. I like that we're having these discussions at this level. I'm only moving for my kids' safety.
- I really love Wauwatosa. I remember as a little girl going to Mayfair to ice skate and in the later part of my childhood I lived in Milwaukee on the border and spent lots of time in Wauwatosa. I agree with everything that was shared. None of it was surprising but listening is helping me articulate my thoughts. Wauwatosa is like the forbidden city. It's a wonderful place for some but not all. The comments affected me in that way, to help me have some language to describe my experience of Wauwatosa is the forbidden city, which I hope can change.
- When I think about this question and listening to the stories, I think it has affirmed my perception about Wauwatosa so far, and some of those perceptions are very much steeped in reality and some of that reality is that it's complicated. Another reality is that your sense of belonging is very much tied to the level of privilege you have and on the other end it's tied to the hue of your skin color as well. That affects and infects many of our institutions from schools, to small businesses, police, fire, emergency services and things like that. My perceptions are very much affirmed, and I'm also heartened by the leadership of our young people who continue showing us the importance of sharing in that responsibility of leadership and partnering with them to bring about change. Our young people are 'the now' and 'the present,' not just 'the future.' How can we follow behind them and learn from them as well?
- My perceptions haven't changed but are reinforced in that there is more work to be done, in personal and professional aspects. As a worker for the city (fire dept) I may be

able to help affect some change. Working with many leaders in the community has reinforced how we need to be interacting.

- I'm not surprised by the comments. Tosa is very welcoming for some and not so much for others. That has crystallized for me with the unrest the last few weeks. Daughter's best friend is biracial and in conversation about her brother, her mom has said "I can't wait till he leaves and never has to come back because so many other places will be more welcoming to him." I pictured them at weddings, reunions, creating deep roots here and that wasn't her wish for him.

2.4 Hope, Effort, & Desire for Change

- We have to realize that so many families are limited in their options of coming into Wauwatosa. But I want to say that I have a positive feeling because I sense a desire for change and improvement. It seems like we have to make a concerted conscious effort to grab people to really bring them in and value them and make them feel welcome and included. How do we do that?
- When I moved to Wauwatosa it was just my husband and me and I didn't feel part of the city, but then our daughter was born and that made me feel more connected because of the things that we were involved in having a baby and then having a school age child. Meeting new people because of kids made me feel more connected and included. But even after living here 12 years I can still feel the cracks in our community. There are lots of points of unwelcoming, but I still want to stay here. I choose to stay here despite the cracks I see. I love Wauwatosa and I think we can make the changes for ourselves and for future generations.
- I know a community can get the reputation of being biased. Having worked in media there are benchmarks for this. For instance, the number of police stops for moving violations is a factor that the news finds interest in. And in this area, there are lots of stops of black individuals in Wauwatosa. That data makes the news and then that becomes a benchmark. I've seen similar things happening across the country. I feel like Wauwatosa is similar to Oak Park, Illinois. We have this effort to welcome diversity but now how do we welcome diversity without seeing white flight? I've had a personal experience of having a neighbor who was an overt racist and that caused a lot of problems for me and having people to my home. I've gotten to know him a little better and that has eased a little bit. And I can see now that there's more involvement in local demonstrations, there's lots of people watching and being involved. There's lots of black lives matter signs around our city. I'm encouraged by the change. But those reports can tilt the board and so can other media. The Next Door forum, for instance, tilts the board in favor of unwelcoming.
- I have seen both positive and negative reactions in regard to being a welcoming city. I am happy to see more people standing up and making efforts to make Wauwatosa a more welcoming city.

- Since 1953 I have seen a lot of changes some of which surprises me and some just do not. I witnessed a lot of racism when I was growing up as a white man and could say or do whatever I wanted. Today I can say that Wauwatosa has become much more welcoming with more work to be done.
- On the one hand it's disappointing to hear your community is unwelcoming and not the community you want it to be. On the other hand, there are lots of examples of people wanting Wauwatosa to be a beacon of being welcoming. My boss reminds us that we can overcome the past and become what we want. I'm grateful that the Equity and Inclusion Commission is in place now. The conversations that we're having at work at City Hall are ones that we weren't having before. We were timid before. They are just conversations now but there are a lot of people committed to make a difference. It's hard to hear about the problems in Wauwatosa but it gives me some hope.
- It makes me feel so sad to hear that you don't want to come into Wauwatosa to spend your money and that you feel like you don't belong here. This is a real problem. For Wauwatosa to thrive it needs to be accessible and welcoming - or give people a feeling of belonging like you said - in order for the city to stay healthy. About the comparison of Hart Park and Mayfair - they are both diverse, but so different. Hart park is all about bringing people together for concerts and playing on the playground. This is what we want. Mayfair Mall is diverse, but then people are separating into their own groups - this is not what we want. I do have another comment on the LGBTQ issue that was brought up. In my neighborhood association we have a big party every year. It's always hosted at the same house owned by two neighbors who are gay guys. They are both so accepted and loved in the neighborhood. On my block, in my neighborhood association, there's lots of good feelings between neighbors and I get a real sense of everyone loving our Black and Brown neighbors. The Heiler House is in my area. That was the first Black-owned home in Wauwatosa. It was just made a historical place earlier this year, I think. Maybe this gave the west side a different foothold. My neighbors don't feel, or at least they don't share with me, that they feel anything except positive about our Black and Brown neighbors. My sister has adopted a Black son from Ethiopia and (another relative) has two mixed-race children. I have heard from them about their experiences of feeling discriminated against and that really gives me insight into the bad experiences that are happening, and that people truly have. I think it's very important that we don't minimize the unwelcoming experiences that people are relating to us.
- Most people who disagree with the lack of inclusiveness narrative in Tosa are not really trying to participate in these types of meetings nor are they "attempting to engage in difficult conversations. Let's find a common ground in wanting to do what's best for Tosa."

- I'm an outsider. (1 year) Tosa is a work in progress. The wounds were laid bare nationally. And I also saw an outpouring of love for the community. It's a turning point, I hope toward more inclusiveness.

2.5 Perception has Changed

- In a general sense I thought Tosa was welcoming. Now I am looking at it from a different perspective because of the action of the police and business owners.
- My perception is different and it's extremely disheartening not because I'm not aware but hearing firsthand that people have true experiences is eviscerating. It does affect my perception. How greatly I don't want to be naïve. There are a lot of people who want to see change, too, as well as some bad apples. Having pride in where we live is important and I go back to, 'This is a strong community and there's work to be done.' I benefit from hearing all of the stories and I hope events like this one tonight will build the perception that I want to hold about Wauwatosa
- I'm sick with the experiences you've described, and I worry about how frequent they are happening, especially with the tension since the Mensah decision came down. I'm so sorry. I feel really disheartened and I feel as best as I can what the pain that you've described represents. I'm also heartened that we're having this experience listening deeply to each other and trying to see with fresh eyes every day.
- I'm super embarrassed to be associated with Wauwatosa if this is how it comes across to all African American people and I think I've allowed myself to be ignorant about it. I don't think words are enough anymore. I'm sorry I cry so easily. I'm ashamed to live here if that's how it comes off. I shouldn't have been able to ignore the problems if it's not the same for everyone. I think the work needs to be done or this isn't a good city.
- First of all, thank you for sharing your story. When I was filling out the pre-survey it made me wonder how LGBTQ people felt in Wauwatosa, I assumed Tosa was pretty welcoming. Your responses opened up that issue for me.

2.6 Shared a Negative or Concerning Experience

- Most people I do business with are pretty cool. However, my neighbors have received letters that read that Blacks are not wanted in Wauwatosa.
- I relocated here back in 2000 on a block that had roughly ten biracial children and I felt my daughter would welcome and safe. I like the benefits that the school system had for my daughter's education but there has been a price to pay because of the racism. I once thought of moving to the east side of Milwaukee, but I decided to stay in Wauwatosa and try to make a difference as a change agent collaborating with others.
- We've talked about the idea that more people are supportive of equity and inclusion and more supportive of Black Lives Matter. Out of the surface there are lots of Black Lives Matter signs and other signs with positive messages like that. But underneath I'm not sure people are as committed to these ideas showing on the signs. I hear a lot of people say things like 'I believe in the protests, but ...' comments that imply there are

exceptions to being able to protest for Black Lives matters. I think that this is just showing people's privilege. In my yoga studio my whole philosophy is kindness and togetherness. I had a fundraiser where I donated a dollar from each class fee I charged, And I actually had people call me afterwards and tell me not to put their one dollar towards that cause. And I've had people tell me that I'm putting my business at risk by supporting the ideas of inclusion and equity. But this is very important to me and I don't think I can do it a different way. I see a lot of people who are starting to support inclusivity, but they do it with lots of reservations or lack of understanding. I see a lot of businesses putting out weaker messages of support - they can't commit to the whole idea. There's still a lot of talk about 'us and them' and I'm noticing a lack of deeper understanding of white privilege in a lot of the people around me. I feel like I'm struggling with my words to explain what I mean, but basically, I just think we have a long way to go in healing this.

- I'm having a hard time feeling ready to answer this question. This reflective question is making me feel very emotional. But I'm also reacting to the nature of current politics. All of this throws me off emotionally. I think that a lot of what is going to happen here in Wauwatosa and in the country will be determined by what happens on November 3rd. I do feel like there are more and more people in our neighborhoods who are supporting 'blue' and that makes me feel a little more hopeful. I'm literally sick to my stomach right now about everything happening. It boggles my mind. I work with people every day and I always try to respect everyone that I'm dealing with. But lately I feel so emotionally distraught by so many people around me who say they don't believe in Black Lives Matter. Or people who do believe in reverse discrimination. This is a very difficult topic and it's very emotionally stressful.

2.7 No Negative Issues

- I really don't have negative issues or problems with Wauwatosa. The city is reflective of most small cities throughout our country.
- I was never made to feel unwelcomed and I have never had an issue around race as I did know of the history of Wauwatosa and race relations.
- I was surprised to hear the experiences of racism that I have heard and that's not coming from a place of naivety because I am biracial. I have had many persons of color over to my house and I have never noticed a subtle act of racism in my neighborhood.

2.9 Other

- I spent nine years in the military. I realize that "people are people." There is good and bad in every race and gender. People who are passionate are oftentimes challenging when they are disgruntled because of perceived slights and unfair treatment.
- I am from a rural area with a large Native American population who care about their schools and historical context of the area. My early experience in law enforcement I

didn't understand how much my Christian experience would help me with mediation and deescalating racist moments.

Question Round Three: *"Is there a specific suggestion or idea that comes to mind for improving some of the barriers to feeling welcomed that we heard in question #1 and #2?"*

3.1 Address & Promote Diversity, Equity, & Inclusion

- We have some diversity in our schools and neighborhoods.
- We have to be creative in our attempt to promote equity and inclusion. Unfortunately, Co-vid has isolated residents and the community.
- I want Tosa to normalize. We can address these issues (welcoming & inclusion) if we focus and prioritize as a community
- Participation is needed in terms of addressing equity and inclusion.
- My perspective is likely different from others in this group but it's still good that we're all here tonight. We have to be intentional in the city. We have to decide in the community that it's a value to us. It's not just good schools and safe communities. Do we want this to be a community that's one of the more welcoming communities in the area, in the country for that matter? We have to build children who care about equity the way we want adults to and who also care about making other children feel welcome. My kids have been told explicitly that they're being excluded because of the color of their skin. We have to make it a value as much as we value other things.
- I feel it's really important that people understand that there are differences between the police union, the police Commission, the Police Department, and the police chief. I am encouraged by the fact that the ad hoc committee has approved the budget to explore what our next police chief should look like - what qualities that person should bring to the job. If we want real change, we have to combine all of these efforts and we have to continue. And representation matters. Every person in a position to help make changes should continue to try to fix what is needed for social justice. I feel strongly that the people in power in our city are obligated to do this.
- We need to understand why things are the way they are. When we moved here when the Sylville Smith situation happened in Sherman park. I was already going through culture shock and that shook me more. I read Color of Law which helped me understand why it is the way it is. Self-education is crucial so that individuals aren't harming others. People need to stop acting like 60th street is this huge border. People would say to me, "Once you go past 60th, it's sketchy." No, it's not sketchy, there are just black people there. We need to stop stigmatizing and making it seem different.
- There is a perception issue at play as well. For example, housing. While Tosa has made pretty big strides in housing as far as income levels and disabilities go, this doesn't equal strides in housing that creates more diversity. I think it's less about affordability

for many people. There are people that need housing to be more affordable in order to move to Tosa. But there are also a lot of Black and Brown people who CAN afford homeownership in Wauwatosa, but Black and Brown people still don't want to be here. That is a problem. It's hard for me to hear these feelings of not belonging. But I really am hearing you and I'm beginning to understand it. I think in the city government we have checked some of the boxes, but we need to do more. How do we create ideas that get people truly included?

- I think that there's a visual and mental picture of Wauwatosa that harkens back to the 1950s too much, that sadly looks like two white parents and two white kids. Hearing from X about falling off because of job loss and the stellar participation of parents in school functions, I think with that reality comes expectations. We fell off the map when my husband died, and my kids were young. My son had more awareness of not fitting the ideal Wauwatosa family mold when he brought home school papers that needed parental signatures and there were 2 lines for parents. And my other son would say about school events, 'Why did there have to be so many dads there?' Things were not bad for us, but we'd fallen off that picture of the ideal family. Those experiences stick and they need to be addressed systemically in all our institutions - in our families, churches, schools - because they need to. I think we try to hide when we fall off that ideal expectation instead holding our institutions and our homes accountable for accepting everyone.
- What we are doing here now, with different people from different parts of the city, and working with the departments of the city. Our group, the Alliance for Racial Equity is among the different groups that are dialoguing. The city government does have a role of fostering inclusion and equity. Everyone wants peace and safety and it should be equitably done.
- I agree but I'm skeptical. I feel we're doing all the right things on paper and I love that, but we need to move to smaller actions on the ground and build that up. Take the Farmers Market for example- we wanted to diversify our vendors. We brought in Funky Fresh Spring Rolls and they brought in another vendor and had a good experience and brought in another vendor. I'm disillusioned with waiting for leadership, committees, plans, and proposals. How do we move from there to action and not making people want to move away?
- If so, I suspect they are automatically more acceptable just because of their race. I also feel strongly that increasing the Black and Brown residency in Wauwatosa is really important goal. I applaud you for not spending your money in Wauwatosa because you don't feel like you belong here. I know lots of affluent Black and Brown people who could easily afford houses in Wauwatosa, they know they CAN belong, but it is more important that they feel like they DO belong. Until there is more homeowner diversity and until there is equitable policing there's a problem in Tosa. I don't know what to think.

- I'd also like to comment on the gay couple that you referenced earlier that were so loved and welcomed in your neighborhood. You didn't mention but I'm assuming that this was a male gay couple and that both people were white? If so, I suspect they are automatically more acceptable just because of their race. I also feel strongly that increasing the Black and Brown residency in Wauwatosa is really important goal.
- Also, a lot of businesses could be more actively inclusive and welcoming to people of different races and especially more welcoming to young people. Teens and young adults need that kind of inclusion.
- I could talk for days about ideas. Engaging in a step-by-step process getting everyone in the community to learn about the history of Wauwatosa and racial covenants and how Wauwatosa was a sundown town and how they still manifest in ways that are problems today. We need to teach about different family structures, the differently abled, linguistically and culturally diverse experiences, etc. Wauwatosa's history and people coming from a deficit thinking perspective are impacting the Chamber of Commerce and schools etc. Those perspectives dictate behaviors and language and how interpersonal interactions play out because they represent some of the thinking that's entrenched in the institutional ideas of ableism and racism etc. We need to dismantle that and engage in a process of equity audits city-wide, of schools and city services and understanding where inequity exists. Use qualitative and quantitative data to create a strategy to undo the harm done and to address the institutional mechanisms that keep producing and reproducing what we're seeing in our community. It needs to be a process of continuing to engage in those efforts.
- Building on that, I think I didn't know about Wauwatosa being a 'sundown town' until the last couple of months. I wonder if I'd known that if I would have moved here. My wife and I were looking at Whitefish Bay and Wauwatosa and we thought Wauwatosa was more inclusive and diverse, maybe because of issues with the name of Whitefish bay. Given that it's part of our history we should acknowledge it and make sure it doesn't happen again. Maybe we could do something like how Germany has acknowledged the Holocaust with some sort of exhibit or memorial that helps people know and understand that past.
- This is my white suburban woman point of view and I don't want to preach- The feeling of not being welcome seems to be race-based first because that's what we see first. Thinking of a business, if the environment is toxic or not good to work in it's usually starts at the top. If the leader isn't leading well, it can lead to disintegration of the team. Our legislature, government, police they're the leaders at the top. Awareness is growing and we can't sweep it under the rug anymore. We need the people at the top to be modeling the inclusive behaviors through actions and legislation.
- We need more Tosa Talks. We need to start understanding that racism is a system and examine city policies. I suggest a commitment to do a racial bias audit of policies and procedures and practices, a white supremacy practices audit. It should happen. We

need an equity plan. I looked at the school's plan and it wasn't a plan. We need to train the staff and have real plans, benchmarks, and outcomes. We need diversity efforts beyond counting people; People count. We need to listen to the voices and the stories and empower the individuals. We need to hire consultants and pay people. We should include it in business associations, boards etc. The mayor should issue an apology for bringing in the National Guard. Reparations must be made to the people.

- We are looking at police guidelines and procedures. "Housing and diversity issues are on the table and are being addressed." We are making every effort to create business opportunities and employ people of color. We are removing roadblocks. We are on a better path in terms of equity and inclusion. The Equity and Inclusion Committee has been helpful.
- The Equity and Inclusion Committee is impactful.
- Having an equity board of some sort - I think one is already forming in Wauwatosa - seems important, including having that board talk with the police department about their practices and how what they do needs to be reworked.

3.2 Continued Conversations

- I think it's important to always consider who we're talking about as the people who are not feeling welcomed. I'm really interested in knowing different perceptions of different groups, whether that's race, sexual orientation, age, religion. All groups.
- Yes. It's good to have these listening groups. However, we need to have more targeted conversations that are not superficial but are instead more in depth.
- Yes. Having targeted conversation is a good thing. What are our goals? What is the language we want to use? What specific disparities do we want to address? Moreover, how do we select leaders who address issues of inequality amongst residents?
- Continuing conversations is necessary. City leaders need to attend and participate in these meetings. Eighty percent of Wauwatosa is white. How do we get the message out to others who want to make a difference? We have to be open minded.
- I believe racism is learned and I feel it's so important when having a conversation about race one does not pretend that they don't see color. I think having honest conversations about race would be a great place to start the welcoming.
- I feel we need more awareness of each other and less fear. We can accomplish this through ongoing conversations about race, affordable housing and segregation.
- Person X in the group made mention of things the Council and city staff are working on and people have spent time identifying obstacles to equity in Wauwatosa. For me the school district has done a lot and they're getting kudos for their efforts. I haven't experienced the barriers, like being stopped by police, but they're prevalent enough that I think they're important for us to address. I've run into plenty of adults who in my

opinion need to expand their thoughts on things, so I think we need to keep having opportunities to talk and that we need to work together to change the polarization that stops dialog.

- Wow these are really tough questions. If I had the good ideas to put into action, I'm in a position to make things happen. * it is really, really helpful to me to understand what needs to change. It's really helpful to me to hear your opinions and ideas. Sometimes I have a hard time with the word systemic racism. I think I understand it, but I always wonder how this concept can be made more specific. Exactly what changes can we make in the city government to create more equity and to break down barriers? I struggle personally knowing the barriers. And I struggle not knowing how to fix the situation.
- I feel so similar and I'm in such agreement with everyone here. As a business owner I see myself in a unique position to speak to my patrons. To speak up about black lives matter and inclusion and everything. I think there needs to be more education for people like me on how to talk about these issues affectively. I did all the things I thought I needed to do - I wrote a letter, I shared my feelings on Facebook. On social media I promised to do the work for racial justice and I publicly asked people to hold me to this promise. I was nervous about doing this, but I just felt compelled to. I felt like I had to be true to those feelings. I understand other businesses when they make very 'safe' supportive statements, but I have the need to speak up more strongly. We all need the ability to talk in a way that helps without feeling like we're at risk for doing that.
- We all have the benefit of our own experiences and the perspective of our own experiences, so I think people have a similarly hard time understanding other people's stories. I think that most people truly want to do the right thing. There are so many differing opinions right now, but I think it's important to meet people where they are at and then invite them to have courageous conversations. Those conversations help us find connection so we can move forward. We have to find the connections between people to move forward and make things better. I think to make a real difference we need diversity of people and thought involved in conversations and that we especially need diversity in leadership.
- I had an interesting personal experience at the Fire Department. I was there one day and was looking at the pictures of all the firemen mounted on the wall and noticed that basically every fireman was white. I mentioned this to the person I was with and they said 'well, if you put up a picture of everybody working at the library it would probably be a lot like that too.' And I hadn't thought about it, but that's true. In most city departments, we just don't have employees that represent a lot of diversity. I also really hope that people start to get to a place of feeling comfortable speaking up when they see or hear something racist or unwelcoming – speaking up to tell people they have a

problem with what they said or did, asking people to rephrase things. We need more education; we need to learn from each other and gain knowledge.

- I think it's important to provide training for those in government and help to begin the normalizing of having a conversation about the barriers around race equality.
- My kids have been in the District and they're now 15 and 17. These kids are all amazing and they know what's wrong and what's right and they're not afraid to tell us what's right and wrong. They marched and told us what was wrong and where we needed to make it right. We need to listen to the kids. They have great critical thinking skills.
- We have things we are doing proactively. There are things that Tosa is doing and we have moved forward. It's important to share these positive actions and make people more aware of where Wauwatosa is now compared to the past. This would encourage more ideas; it would encourage more people to come forward with new ideas and welcome input from across the county. I think we need to identify a base level of what people are thinking and find out new ways to move forward. It'll be helpful for the strategic plan to have more ideas to work towards. We have to acknowledge our past and make known what we are doing now and then move forward.
- We need more Tosa Talks. We need to start understanding that racism is a system and examine city policies. I suggest a commitment to do a racial bias audit of policies and procedures and practices, a white supremacy practices audit. It should happen. We need an equity plan. I looked at the school's plan and it wasn't a plan. We need to train the staff and have real plans, benchmarks, and outcomes. We need diversity efforts beyond counting people; People count. We need to listen to the voices and the stories and empower the individuals. We need to hire consultants and pay people. We should include it in business associations, boards etc. The mayor should issue an apology for bringing in the National Guard. Reparations must be made to the people.
- I work in * and I've been in a lot of other city buildings. These conversations about race and inclusion need to take place in the city. We learn so much from each other. I don't think all city employees have the opportunity to 'see' the racial oppression that happens. We may need to force them...well not 'force'... I should say require them to be in situations to learn. But we have to make those situations safe, so they feel open to participate.

3.3 Police

- Let's consider community policing. I want to help implement Restorative Justice Programs throughout the village.
- Our community is deeply wounded by the recent decisions in regard to the deaths of people who were shot by police. Everything about our police department is

problematic, “we need to protect and serve instead of pursuing and injuring. Officer Mensah has to go.”

- We should consider following the lead of other cities that send out concerned civilians to work with police officers in order to deescalate non-violent situations. We have to make sure people receive information and access to resources.
- And I see that policing is a problem. Since I * I see people coming into the building and I see primarily people of color coming in to pay citations.
- Another big thing that has to happen for Wauwatosa to improve is that community policing HAS to be more equitable. I don't know the exact percentage of Black and Brown people living in Wauwatosa, but I do know that Black and Brown people make up about 70% of the traffic stops in this city. That just screams ‘you're not welcome here.’ Until this kind of thing is balanced out, there is no real belonging.
- As far as finding solutions to the problem, the first thing that has to happen is the fire and police Commission absolutely need to get rid of chief Weber immediately.
- Good question. The thing I've heard forever, and tonight is that we only stop black people. We need to redo how we get funding. It's tickets, all tickets, that are our revenue. Funding through tickets is not helping to welcome people. The revenue generation for the police dept needs to be lifted off the police. Fund us through alternate means. Some ticketing is fine, but not to depend on it.
- I've been listening to what everyone here is saying and really appreciating it. I have been involved in protesting. At one protest people were asked to disperse and people started to disperse. I tried to leave in my car. But I live in Wauwatosa, so I was driving toward my house and I was stopped. I was physically pulled out of my car by the police. I was trying to do what they asked, but I was still stopped. I have friends who were protesting and were taken by the police, they were taken under Mayfair mall. And then when they were released, even though they said they had people at the police station waiting to pick them up, instead of being dropped at the police station they were driven 20 to 30 minutes away from their homes and dropped off - without any phones to call for help or to let their friend or family know where they were. People who are speaking up are being disrespected. Tosa is making me feel unwelcome and unwanted - and I live here. This kind of treatment leads to feelings of fear and anger. I'm committed to protesting. I protest even after long hard days. I still commit to being out protesting because I care about what happens here. We need to have the people who support inclusion and equity be even louder. They have to speak out louder to City Hall. The powerful voices of residents are needed to speak up against the things that are happening.
- We've had some really intense discussions over the last few weeks. I suggested that the police department needs a chief diversity officer. It's great to hear about the Wauwatosa School District Director of Equity role. I think this helps get people involved who are ‘in the system’ since so many are systemic issues. At * we have a lot of nurses who are not from Wauwatosa, but are from the burbs and I ask, ‘How much do you

know and understand about the history of race and the history of racism?' I'm asking those questions to provoke people to learn. I've done equity and diversity work at many different organizations and I've seen where understanding race and racism really helps move equity forward and helps people to make better decisions. Is there a way to mobilize the community, have a book club etc. where people can learn this first before we get to the History of Wauwatosa? I think that this will lead to new ideas. At Froedtert we have an anti-racism plan and within in we have an equity audit so it's great that Wauwatosa is looking at doing equity audits, too.

- I'm troubled about Black people being pulled over. I'd support something to help that situation. There have been times I wanted to call the police but didn't because I don't want them to overreact.
- We need to work with the police dept. There has been some de-escalation, etc. training going on. As citizens we have every right to expect our Police Dept to be just and equitable. We need more ways to work with the police to improve this. I cannot ignore that something is wrong. As a PerSister we have met with politicians who disagree with us.
- Until there is more homeowner diversity and until there is equitable policing there's a problem in Tosa. I don't know what to think.
- A couple ideas. When people hear the underlying reason for the funding, they would understand better. We could, like some cities, automate ticket giving through cameras, etc. The optics are that People of Color aren't treated the same as white. That's our problem to solve. City Council members, etc. are not taking first steps to say this is how it looks. Police say stop micromanaging us. Nobody is willing to take the first step. I talked to Wanda Montgomery. She wants to talk to McBride.
- Also, curfews need to be addressed, they tend to be really racist policies.

3.4 Community & Relationship Building

- I think things take time. It's hard to wait in a world of instant gratification We are not always patient, we need to allow things to unfold. At the churches I work at we are connecting with other local parishes in Milwaukee - this takes time. We don't just want it to be a one and done project. We need to build relationships.
- I like the program we do called ALPHA. It's a program where we can invite anyone from any faith. We eat together and then discuss a topic. This program is through church, so topics are around religion. The group became very diverse at least in terms of religious backgrounds. Although now it's on hold because of Covid. Maybe this model could be replicated in Tosa community events? People coming together around food or music then sharing ideas about other topics.
- I always also like what I'm hearing about community events, events that engage and draw from similar and surrounding communities. Opening Wauwatosa community events to people outside of Tosa.

- Community events definitely need to be for everyone. Events can take place in Tosa, but they have to include everyone. At a neighborhood level I have a block of empty-nesters and I'm a mom of a pretty young family which kind of hurts my engagement on my block. We need to open up opportunities for people to meet. There are always lots of opinions and lots of people. I think it's especially important to stay open-minded and kind and accepting of people with differing opinions. It doesn't mean you have to agree with everyone, but you do have to respect everyone no matter what their opinions are. Whatever we do, we need to foster communication and open-mindedness.
- I also think we have to be careful in small groups about inviting others into the group just to increase the diversity. Sometimes you get in a bad situation when you're asking somebody into a small group, and they are put in a position of representing a whole population. I think things like block parties in the neighborhood associations do a lot. Events like the scavenger hunt my Neighborhood held helped neighbors connect and interact. It's important to give people opportunities to engage in a meaningful way. Maybe the city could have ambassadors of, for example, block parties. People who would help people engage in and facilitate group interactions in their neighborhoods or on their blocks. I'm also familiar with interfaith dinners - a little different than the ALPHA program that was mentioned. It uses a different model, but it's another way for people to share, people of different backgrounds. We should also think about how anything that's done on a block to block basis could be extended more widely into the community.
- It's not going to be fixed by one specific action. We need to ask what are the barriers and how to solve them. In our personal lives it is the responsibility of each person to speak up if you see something happening. Also, events need to be welcoming to everyone. We need community things, events to bring everyone together.
- There are places now that are more diverse. Curry Dog Park has lots of interaction with everyone. Places like Pocket Park and 69th street Plaza, bring people together.
- In all cases we need to find a common value to agree on and start from there. We need to listen to each other even when we are angry with each other. We need Neighborhood Associations that are diverse and active.
- My husband and I have lived here a long time and I would like to see more effort put into welcoming the newcomers. I'd like to see the Welcome Wagon put back into place.
- Well this is the 20-Million-dollar question - what do we do? You hit the nail on the head on the feeling of being welcomed versus the feeling of belonging. Welcoming feels like people are saying 'this is our community and you can BE here, but it doesn't always mean that you belong here.' I sell homes for living. It's a big problem if people buy property in Wauwatosa and still don't feel like they belong. People that don't feel like they 'belong' are not going to buy here.
- Having the negative experiences and barriers of race does matter and things are different ethnically. I think it's important to get to know one another such as our

backgrounds and our aspirations for the future personally and as a resident of Wauwatosa.

- We need to be working better as a region. The way that I can make a difference is to meet people and establish relationships. I served in the military in an area where there was tension between two ethnic groups. I traveled with someone who spoke the languages of both groups and I saw the respect he got from each group for his efforts to connect with them. My kids are in the schools and they're getting educated about equity and diversity. What they're being exposed to is profound.

3.5 Public Relations & Advertising

- We have to better promote Village events. We have to highlight positive interactions amongst the races. Let's address issues at Mayfair Mall. "Mayfair darkens the image of the village."
- I think there's so much to do to improve what's wrong. I want everyone to please keep being active. This is really not an issue that any one person or one employee or one city person can solve. It takes everybody. I feel really sad the way the messages out of Wauwatosa are being driven by the media. I don't think the media is showing the whole picture, there is a negative focus. I also think it's important that we understand that there are separate issues here that can't be lumped together.
- I think it's about awareness and making people believe. I think there's a good segment of the population that wants to pull back the curtain and see what's really happening and help others see what's really happening. I'm struggling with how to make that happen. It's complicated and complex. Maybe it's working with the schools and creating some sort of collaboration between the schools and the city. Social media isn't the answer. I think you need to talk to people. Maybe this is my being naïve, but I think that people want to make it right, so they just need to know what's going on. How in a meaningful way can we increase awareness that racism in Wauwatosa isn't a hoax? There's enough going on to address. I value conversation and meaningful dialog and getting away from the 'splashiness' of whatever the issues are. Can we get more understanding to get people to believe? This should lead to better buy-in. Last year our PTO funded all the school field trips so families didn't have to pay. There are little things that we can do.
- The city should advertise some of the good things they are already doing around all these issues. I appreciate diversity. We need to let people know they are welcome here.
- Maybe new signage is important as well, there are subtle signals in some of our signage that may make people feel unwelcomed.
- I'm fairly new to this area, and I also have to say I noted that the street signs when we moved in. The way the streets signs change when you get into Wauwatosa feels like a divider.

- We have things we are doing proactively. There are things that Tosa is doing and we have moved forward. It's important to share these positive actions and make people more aware of where Wauwatosa is now compared to the past. This would encourage more ideas; it would encourage more people to come forward with new ideas and welcome input from across the county.
- I agree with others in this group. We're a good multifaceted place. I want to put up window signs to welcome everyone.
- It is extremely challenging to educate adults as opposed to children. The District recently hired its first African American principal. "We have to promote diversity." On our website we need to emphasize what we are doing right in Tosa as opposed to responding to social media critiques.

3.6 Schools

- I agree with the previous participant it's easier to educate children than adults.
- In schools we need mentoring programs. We need to examine events in Tosa that promote diversity and inclusion. What can we do to promote children athletics? These activities bring people together
- Also, I would like to see the school equity team needs to do more. I know there is an equity plan, but it should include an effort to recruit Black and Brown kids that live in the area of the Wauwatosa schools, around the borders of Wauwatosa to attend school in Tosa and to stay in Tosa schools for their whole school career.
- I think the Wauwatosa schools are fantastic and have a lot of resources and I think we should add more Milwaukee students into the schools. I think it's a step that can be built on. It's amazing how different the experiences of people can be on one side of 60th Street than the other side. And why aren't there more sports leagues etc. that incorporate people from both sides of the street, from both Milwaukee and Wauwatosa? These seem like fun opportunities where kids could get to know each other. What about having a Milwaukee County sporting tournament that the burbs and Milwaukee are all involved in and setting the reward as just participating?
- I also think about the opportunity for parents to get to know other parents and maybe the schools could facilitate structured or unstructured conversations or dialogs between parents, with sensitivity to childcare and other potential barriers. On School Report Cards you see the equity gap. I wonder what it would be like if everyone was trying to work towards shrinking the gap, including getting the kids involved.
- Building from the ground up is the best way in my mind. These conversations across sectors is great. If I had to stand in front of my daughter and classmates and had to own my attitude it would be horrifying, grounding, honest, and intimate. It would be me owning what I am about and what I need to address. It would show students how adults

are responsible. Doing it in front of kids could change Tosa more than the government could.

- And I like what was said about the wisdom of children. Children 'get it' more quickly than grown-ups often do.

3.7 Metrics, Goals, & accountability

- We need metrics to be able to see change over time. How welcome do they feel? We need to evaluate our schools, our teachers, our children so we know how well we're doing in our efforts to be a welcoming and inclusive community. The built-up trauma of feeling unwelcome for years has taken a toll.
- I think we need to identify a base level of what people are thinking and find out new ways to move forward. It'll be helpful for the strategic plan to have more ideas to work towards. We have to acknowledge our past and make known what we are doing now and then move forward.
- Let's set quantifiable goals, particularly as these goals relate to policy. What do we want to do with policy data? We have to recognize that those in leadership positions have difficult jobs. They have to interact with residents, students and police. Other concerned entities need to become involved.
- Use qualitative and quantitative data to create a strategy to undo the harm done and to address the institutional mechanisms that keep producing and reproducing what we're seeing in our community. It needs to be a process of continuing to engage in those efforts.
- Everything appears to be goal driven.
- I think that we should look at diversity and staffing in the city and set goals and meet those goals. I thought a good start was the all-city read. I saw a lot of learning happening there, but it can't be something we do just one time. It should be the first step in a long process that builds off that success to include what we've learned since then. I think that we need to hold each other accountable and not let each other off the hook.
- I suggest a commitment to do a racial bias audit of policies and procedures and practices, a white supremacy practices audit. It should happen. We need an equity plan. I looked at the school's plan and it wasn't a plan. We need to train the staff and have real plans, benchmarks, and outcomes. We need diversity efforts beyond counting people; People count.

3.8 Funding & Economic Accessibility

- I've been involved with the Wauwatosa Revolving Loan Fund. This program provides gap-funding. It gives people money that the bank won't, it covers the gap between

what they can get as a loan and what they need. I think it would be good to make this program more diverse, to bring more diverse people into Tosa.

- Working for the City of Wauwatosa to be welcoming including holistically at all of the things that affect people. We're working on the budget with an eye on housing segregation, low interest loans for minorities and transit. I believe people have a right to get to their jobs in Wauwatosa/Waukesha.
- I think there are certainly financial things the city can do. We're not going to catch up on economic fairness in one or two generations. It won't get undone because there's a 400-year history. But what's happening in the schools and what we're doing tonight is very important.
- Another idea is to create a group that works to bring small local businesses. I was involved in something like this in a different area. We were the investors. It was very successful.
- It's in our city's best interest to be really welcoming to business. Bring Chamber of Commerce on board to be accessible to minority business owners. Right now, it's \$350 to join. That is high. Make Wauwatosa more economically accessible. Waiving fees during Covid would be a start, like Milwaukee is doing.

3.9 Housing Opportunities & Public Transportation

- I think affordable housing is a huge issue and was one of my reasons for having to move back to Milwaukee. I couldn't afford to live here.
- This is something I've been thinking of a lot and as a White male I don't want to presume I know how to make Wauwatosa more welcoming. There were federal policies in the 1920s and 1930s that prohibited people of color from buying homes, which is the primary way to building wealth. Some of the policies are federal and some are local. Housing and public transportation contribute to barriers.
- On the topic of homeownership, there needs to be more affordable homes available and more affordable places to live. Or there needs to be ways for more people to afford homeownership - such as programs for assistance in buying homes or living in Tosa. Transit is another area that could be improved. There should be more frequent routes to and from Wauwatosa especially the area around Mayfair mall.

3.10 Equity Training

- I also would suggest that every elected leader and everyone working for the city of Wauwatosa receive real true equity training. Equity training for all. The exclusionary zoning history of Tosa from back in the early 1900s is really well known. It's important that that history gets called out and that it is addressed and that the problems that came from it, and still come from it, are fixed.

- I think it's important to provide training for those in government and help to begin the normalizing of having a conversation about the barriers around race equality.
- There's an Iron Curtain at 60th and 124th St between Tosa and Brookfield. Trying to not live a segregated life in Tosa sometimes is a challenge. We should have racial bias training for police, city, teachers, and business owners.

3.11 Time

- I think things take time. It's hard to wait in a world of instant gratification. We are not always patient, we need to allow things to unfold. At the churches I work at we are connecting with other local parishes in Milwaukee - this takes time. We don't just want it to be a one and done project. We need to build relationships.
- Yes. Everything appears to be goal driven. Wauwatosa will not look different overnight. Maybe in five years we will see a change. Patience is a necessity. At least we are now talking about issues. Sustainability is necessary. How do we become more proactive and preventive of the issues that affect Tosa?

3.12 Other

- It's important that people have places to go and do things. Including young people, especially during COVID.
- I don't know what the barriers are, perhaps I'm ignorant. I don't understand. What are the barriers? If people want to move here, they can move here. If they want to shop here, they can shop here. I don't see the barriers.

Connected Conversation: *"Where have you noticed the community change the most in the past few months/years and what's your reaction to those changes? What systematic improvements would help make Wauwatosa a more inclusive city? What type of collaboration with the City of Wauwatosa would be helpful for our participants?"*

4.1 Moving Forward

- Let's examine the past in order to better shape the future. When our sports teams were good (especially Boys' Basketball) they help to unify the community. Tosa's resident and neighbors were highly supportive of our athletic achievements. Let's duplicate our sports teams' comradery and success.
- As a bi-racial person I've experienced the good/bad of Tosa. I want local, national and social media to accentuate the positives. We are growing as a community. More minority businesses are on the horizon. Our Dance Team is nationally recognized. I say to the media "stop being so polarizing." Personally, I want to say to this group

“just because I support Black Live Matter, this does not mean I agree with lawlessness (rioting and the burning and looting of properties.”

- Let’s highlight the values we share. “I think most Tosa residents are vested and want what’s best for the community.”
- Let’s ask what does winning look like? Finally let’s quantify our findings and establish collective goals
- I will look into the equity plan further and consider what it should look like. There were no actions or evaluations attached. I was supposed to be invited to a parent group. We were constantly waiting on bureaucracy and no action was ever taken.
- We should be looking at data like number of teachers of colors and how long they stay and why. That seems like equity work.
- This year there seems to be a national waking to structural racism in our communities. I've seen many initiatives start this year that try to “solve” that. There are real people behind the initiatives, not boxes to be checked off but real people with lives. Tosa still has school resource officers in uniforms with guns. My son has freaked out. We've gotten to know the officer and love her, but we need to consider the impact. We have to recognize there's people behind it all and they have different experiences. My son knows police well as my husband was an officer. He also knows that he has to follow different rules when walking in the street because of who he is and what he looks like. Initiatives can't just be a to-do list with bullet points.
- It must be personalized. Knowing what I'm doing affects others on a personal level matters. I need to change. I don't need to help other people seek change; I need to change myself. I want to be engaged in behaviors that change me in a valuable way and make others feel valued and value me in return.
- We need people and outcomes. The metrics we're using changes what we're doing. We need to value people and stories but also focus on outcomes and be intentional with our outcomes.
- Some metrics are hard to tie down, but once we start to have relationships built on trust, we have impact. Metrics may be tools of white supremacy culture too. People and lives matter. All of us can be leaders in this work and do something every day. My church gives away funds to a nonprofit organization. We realized that our rule focusing on 50C-3 groups prevented us from helping the groups we really wanted to help. We had to step outside of our boxes and as very educated people, that was really hard for us. But it was the right thing to do.
- I hope that the examples of racism and white supremacy are the extreme in town. I wonder if it would be helpful if there was a march or petition that could be signed by 20,000 residents that was kind of broad and universal enough, reflecting a common set of beliefs that folks hold. I wonder if that would be helpful in creating a greater sense of

everyone feeling a sense of being welcome. I worry that what we say with this one police officer might be hard for everyone to feel comfortable responding to.

- The Persisters have a petition circulating. We gathered 1500 signatures in the first week and I could make it available on FB... it's really a peace pledge so I would like to see it get more community support.
- I'm glad you brought up actions that can be taken. That's what I want to focus on. I'd like a petition, a march, a march delivering a petition, the ideas people have shared. I'd like some way to start. I'm baffled as I don't know where to start.
- Racial equity and inclusivity training given that helped us understand the historical perspective of where we've been until now. (collaboration with county)
- Those are other positive things to help others meet their own biases.
- In order to be more inclusive, growth is a necessity.
- I think Tosa can change tomorrow or within this season. We have to adjust our attitudes accordingly.
- Where do people expect the change to come from? Is it worth having the conversation about this question? Who are we looking to lead this change? I'm interested in what others think.
- I think we look at each other and we look at our kids. Right now, with virtual schooling so much that's happening in schooling isn't relevant to kids, but I think that this is. How can we create some collaborations to work on developing policies and involving kids? I also think it's the responsibility of the city to convene different businesses to find out what these equity audits are looking like and what we are going to do to make them actionable. Who owns that leadership and who is accountable for carrying out the expectations?
- I think it will work best if things are happening from all angles. Community groups, schools and policies.
- Who's on the equity commissions? Is it the equity officers from the different businesses? I've only heard about the commission today for the first time.
- I think it's good to get our business leaders involved. I think that whoever makes up this equity committee should be representing unity and the people who already doing this work. Why not build on that capacity? I'm sure there are entities that should be tapped.
- What about businesses? I know there is a bid, can the BID partner with maybe Uptown Crossing or LGBTQ groups to do some signage project that might encourage people to cross the border into Tosa?
- The government doesn't have any control over the BID's. But we could look to the bids for this type of program or suggest it.
- What are we doing to let people know that there is room for more businesses to come in?
- I'm interested in learning if when the city has a contract, are they taking bids from minority and female owned companies?
- The Common Council is not always so approachable.
- As part of the Tosa business district I want to attract more racially diverse vendors.

- Changing hearts and minds is very hard. We need to start with people who have some openness. I'm not focusing on the ones who don't want anything to do with it. I start with those interested or questioning or starting to question. It's hard not to be cynical. For me as a Black woman I also tried to remain hopeful because I can't shrug my shoulders. It's a deeply traumatic experience and I need to hold on to the hope and focus on what I can change.

4.2 Diversity

- Diversity like in crops is crucial and good for all. With the farmers market we wanted to make sure it was mutually beneficial relationships. When the rubber hits the road, you have to truly believe diversity is beneficial for all.
- When the Tosa market was created I thought "Do we really need our own market? Are we too afraid to go down to FonduLac?" I felt like we were self-segregating but I'm glad that it's not what's happening. I'm glad that it's bringing the world Tosa.
- People have more in common than we realize. My favorite way to connect is sharing a meal with someone. People are living and navigating through their own world and social constructs but at the end of the day we have way more in common. I think connecting around food allows us to understand each other and our different experiences and different ways we have to navigate the world. I was in a Texas Roadhouse in Iowa and I've never been to an all-white Texas Roadhouse before. It was half Hillary voters and half trump voters, and we had a great conversation. We had different ideas, but we had more in common than we realized.
- Tosa Tonight concert series could be an opportunity to increase diversity. Interfaith Milwaukee has dinner dialogues. How do we bring people together? Maybe a theme for Tosa Tonight related to diversity or more diverse music?
- It would be interesting for me to explore and identify commonalities. Doing a personal inventory on what I have in common with others and what they have in common with me.
- My starting ground is always food because we all love food, and everyone has to eat. My husband is white and grew up on a dairy farm next to the Amish and that kind of bringing up is not something I ever experienced. Food was one of our first commonalities. His mom makes Mac and cheese the exact same way my grandma makes it. I think we all should have a very diverse group of friends with different backgrounds and life experiences. Build the friendships. It allows us to open our minds and have real experiences that help us grow. I value those differences religious racial economic etc. That's really important and food always helps.
- My family is half Italian and half Polish, and we always had Polish Christmas Eve. When my Polish grandma passed my Italian grandma said she would take over making pierogi. My family would ask her, "How will you do that?" She said I know how to make ravioli, it's all dumplings. Food is a commonality.

- We all eat, maybe not the same food and many of us dance, maybe not to the same music. How do we get the people who don't want to see change?
- It's so divisive in the country right now. I think we have to figure out a way to start in a place of respect and listening.
- I think that probably we are all able to meet in the middle. People are capable of believing and considering lots of things simultaneously.
- I feel it's really important to not overgeneralize. Different groups of people have different motivations you can't assume what groups or people think. I don't think you can lump different groups together as all 'thinking the same' or 'feeling the same' or 'acting the same.'
- Really everyone has diversity inside of them. We all have a diverse set of experiences. We are just up against an artificial barrier that keeps us from embracing diversity. I think that the only purpose the barrier has is to maintain a status quo for the people in power.
- We all come from different experiences and we have to recognize and respect that everyone has their own unique perspective.

4.3 Cost of Living/Housing

- I keep going back to the cost of living in Wauwatosa. I'm a homeowner, but I'm sure rent prices must be similar. As a homeowner the increase in home prices is incredible. It affects economic choices and it affects diversity.
- Yes, but it's tough because we want property values to increase. How do we deal with this need for positive growth and being sure price is now a barrier to diversity, but still let property values increase? Apartment development is part of Tosa, this can help younger people come into Tosa. But there has been a lot of uproar over developing new housing. At first, I thought it seemed related to usual things like having an apartment building right next to houses, but then I started to notice people would state some objections but actually really mean that they didn't want diversity in race or income moving into their neighborhood. I think there are deeper darker ideas that surface in those discussions. We need to move forward with a variety of housing and try to figure out what drives the idea of not in my backyard.
- I agree. I have firsthand seeing those objections that people use that really mean they don't want diversity. And I must say the apartments in Tosa are really, really high-end. It's an important step to make apartments actually affordable.
- I have a question for you as an elected official about what the city can or can't do. We've talked about lots of housing issues, but I'm wondering if Tosa would consider reaching out to Foundations to partner with? Tosa partnering with foundations in order to promote grants that would help with home ownership. When you own a home, it feels like yours so much more than renting. Could the city consider providing grants specifically for Black and Brown people to buy houses in Tosa?
- My perception of what might make Tosa and Milwaukee different is there are no problem selling homes in Tosa, a lot of them are on and off the market in the same day.

- But Tosa does have a problem selling to black and Brown people. So, I wasn't thinking of specific houses. I was talking about providing grants to Black and Brown people to buy ANY house at ANY price point here in Tosa. Not necessarily a grant to help them afford to buy, but more of an incentive to encourage more Black and Brown people to buy homes here. Homes at all different price points in different neighborhoods.
- Well we don't have a problem in home turnaround, but I am interested in your idea, it's intriguing.
- I wonder what percent of homeowners in Wauwatosa are non-white. Do you know?
- I don't know, but my perception is the number has gone up a bit but is probably still in the single digits. I don't know what the number would be if you included renters, but I think it's still small.

4.4 Change in the Community

- I live near City Hall in Tosa. I went from respecting police to being fearful and non-trusting of the police. "This has been an awakening moment."
- As a lifelong resident, we are making more efforts to improve diversity. There was a unanimous vote for equity and inclusion amongst the Common Council. I am proud of the initiatives Tosa has implemented.
- As a staff member of the library we stopped fining children for overdue books. In addition, I don't like the militaristic presence in Tosa.
- I agree with participant #1. I am proud of the Tosa School Board and the Health Department, both are serving constituents better.
- The public officials having conversations about race and actually saying that it is about race and we need to work on it. I think it's a good thing!
- The divisiveness and lack of communication leading to compromise.
- People taking time to get to know one another.
- I feel I have to own my own thoughts and feelings outside of what I hear or see in the media. I can't allow myself to focus on one cop or one altercation because there are root causes and real solutions for a better future of unity.
- It feels to me that some people have found it more acceptable to claim the community as their own and are vocally excluding other people. I've heard the cliché things that one might have heard years ago. 'Love it or leave it.' It's hard for me to tell if the community is changing or people are expressing their prejudice and racism more openly in public spaces. I'm surprised at the way that people are willing to talk in public spaces, treating people as they don't belong. 'Go live somewhere else unless you toe the line.'
- I couldn't agree more. My wife and I have had conversations about how we feel not part of the community. We're reluctant now to discuss things because of how others might respond. I feel that people are not as welcoming as they used to be when we first moved in and it has caused my wife and I some genuine concern. We love the area and are proud to tell people where we're from, but I agree that it feels less welcoming now.

I find myself not saying anything or sharing anything and just being quiet, not communicating with neighbors as much. I've become more guarded. I don't enjoy it.

- I've seen lots of changes in our infrastructure in the last many years, but now it's time to focus on changes of welcoming and diversity. It's a new era.

4.5 Systematic Improvements

- We have to stop attacking divergent views. Recently the head of the Equity and Inclusion Committee has been unnecessarily attacked because of his recent comments.
- The Wauwatosa Peace Officer's Association in Wauwatosa is very strong, and its influence needs to be scrutinized.
- The Police Department recruiting minorities for the department.
- Neighborhood Association: Higher standards when it comes to bullying
- Lots more diversity.
- I do think it's not just racial equity, which is what I think we've tended to primarily focus on since May. I think that systemic change, making every individual welcome in all spaces, should be part of the curriculum. My daughter went through a STEM program and they found a way to focus on STEM while also focusing on weaving in other academic subjects, so I know that approach is possible. I think we can weave the value of equity into everything. And I think that we need to be clear that equity should not bleed into political ideology. If there are things, we can deem to be American ideals, not political ideals, I think that feeling welcome needs to be something that we all care about. Wauwatosa has an opportunity to lead in moving this forward. Wauwatosa can be the first to figure this out. I believe that there are certain ideas that most of us can agree on, including teaching citizenship and equity has got to be part of that.
- We have to find a way to have these conversations on a larger scale. One can't change people's hearts until you talk one on one with people who you perceive as different from yourself.
- I know that what we're doing right now is a government sponsored event but at the end of the day I believe that we're each individually responsible for being good human beings and I'm not sure of government's role in trying to get that done.

4.6 Collaboration with the City

- The city departments should work together as a whole. The Health Department and Library have been working together in regard to recent initiatives. "How can we assist other departments?"
- Listening and Input Sessions are productive. I think more residents would participate if were less reactionary and angry. Tense moments deter people from participating.

- People who are passionate are welcome to address social issues and problems that pervade Tosa. The Common Council needs to give more feedback in regard to opinions and issues that affect us.
- Best Buddies Program(neighbors)
- Police and community listening sessions on a monthly basis.
- Government and community gatherings with real goals in mind.

4.7 Need for Conversation

- Where are the civic leaders this evening? I feel that if we want to address volatile issues people should not feel guilty about expressing their opinions. We have to be prepared for the verdict concerning February's shooting.
- What does systemic racial problems and issues really mean? Soft and hard conversations have their place
- Systemic racism is an attitudinal problem that effect's policies.
- How do we get those people who have divergent opinions here to divulge what they think in these listening group conversations?
- While I was running one of my yoga classes, I talked a bit about Black Lives Matter. I got some comments afterward from some students that I should 'leave out politics.' But I don't think about Black Lives Matters as politics. To me yoga equals peace and calm and I think that's what we're striving for. I struggle with the discomfort about trying to do everything I can to help.
- I think we all need to figure out how to sit in feelings of discomfort. We need to be able to do that so we can start important conversations.
- I do this kind of mentoring or facilitating work for a living - mostly helping white men open up to others' opinions and to diversity. It's messy, but I've found that when you give people time to say what's really on their mind and to talk in a safe place it's amazing how far we can get. Letting people speak their minds and get to a new place and a new understanding.
- I would like to continue these conversations with the Zeidler Group next year also.

4.8 Hopefulness

- I've seen changes in Tosa and have a sense of hopefulness especially in East Tosa areas. I don't want to make broad statements, but things seem to be changing. I see a lot of 'black lives matter' signs and 'choosing love' signs. Lots of neighbors seem to want change.
- I agree with that hopefulness. And I especially like the ideas of creating collaborations and connections. This is so important.
- This is the first time I've taken part in a Tosa-run inclusion activity. I feel emboldened by this group. I'm encouraged by all of your passion. And frankly it makes me feel better about my choice of continuing to live in Wauwatosa.

- I work at the library and after George Floyd died, I was overwhelmed by the number of parents requesting books written by or about black people to share with their kids. I could feel their need and urgency for wanting to make sure that their kids really understood more about diversity and racism.
- I just want to say thank you to the City and to the Zeidler group for facilitating this and thank you for participating to the whole group here. You all empower me.

4.9 Perception

- I don't know if the 'Not in My Backyard' opinions are as strong in Tosa as in nearby areas. New Berlin for instance. I hear a lot of stories of contentious public hearings there. That kind of thing gives an image of a less than tolerant community.
- We moved to Wauwatosa because we thought it was diverse. This perception might seem surprising to someone of color but coming from West Bend Tosa seemed very diverse.
Tosa is a large area and has multiple looks and multiple pockets from area to area in the city. I think it seems like there's different feelings of the acceptance of diversity in different locations.
- Yes, Tosa does not have a 'small' feel.
- I was struck by the classist accusations of Tosa from 28 years ago. When we sold our house last year, there was a racial covenant listed. We need to acknowledge that and own that history. Maybe shift our perceptions as people of Tosa.

4.10 Police & Fire Department

- In answer to question about F. D. We are working as a number of city/county employees to examine whether we're doing the best we can for our community.
- In terms of having a diverse staff on the Fire Dept?
- There are inherent barriers to hiring, e.g. Specialized education. How to expand the candidate pool? We're widening the net and engaging with vets and community members to attract people to the job. So far, we have been quite successful.
- We should let the community know but we need work on our self-promotion and social media.
- I followed the Wauwatosa Police Dept for a long time and I appreciate the timelines that the police are sharing, the transparency, the communication.
- Yes, we really worked hard on that and the communications agency is putting in a big effort to be open. We've taken it from a one person show to a team effort.
- We need to touch on who's going to take the first step. That's the elephant in the room. We have old white men running the town. And we're a bunch of white folks discussing it.
- The police have retooled our hiring process. And we begged for body cameras for years. They were too expensive we were told. Now they are coming!
- A couple questions
- Why did you think it was a Great Conversation?

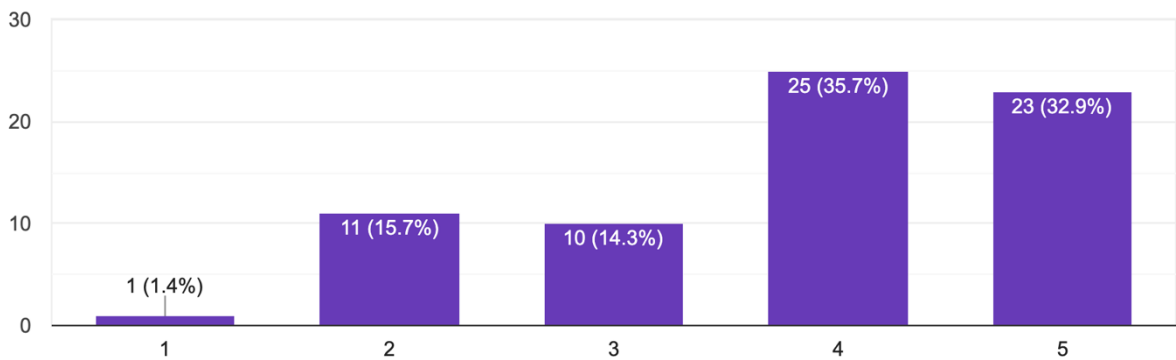
- Because it was open and honest, and we didn't dance around. She was African American. It was raw. I saw her points and she saw some of mine.
- Why do you feel you have to leave Wauwatosa?
- I fear for my kids because there's an overwhelming hatred for police right now.

4.11 Other

- I'd like to know if the total school system is less or more diverse now than during the 220 program years ago.

How concerned do you remain about the future state of equity in Wauwatosa becoming more inclusive?(1 Low-5 High)

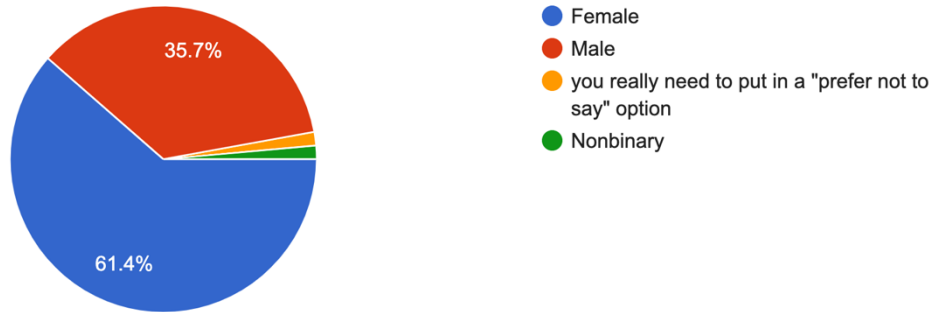
70 responses



Participant Demographics

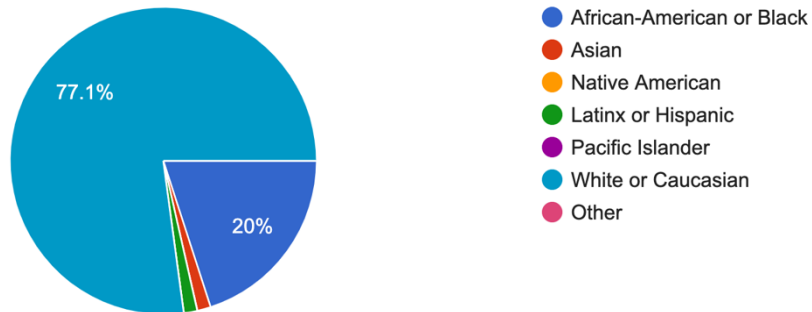
Gender

70 responses



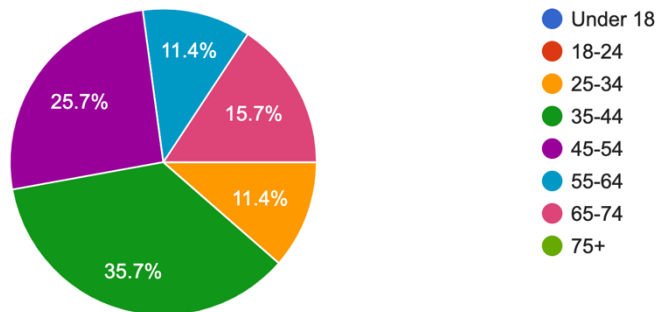
Race/ Ethnicity

70 responses



Age

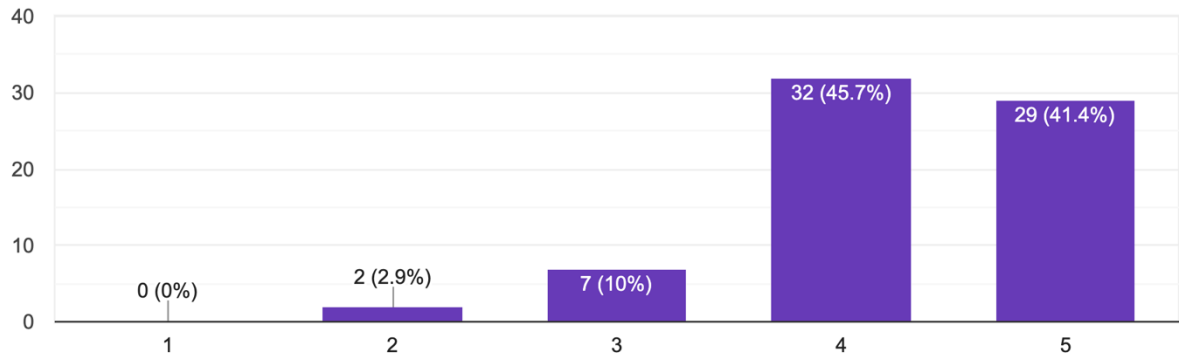
70 responses



How the dialogue felt for all those that participated.

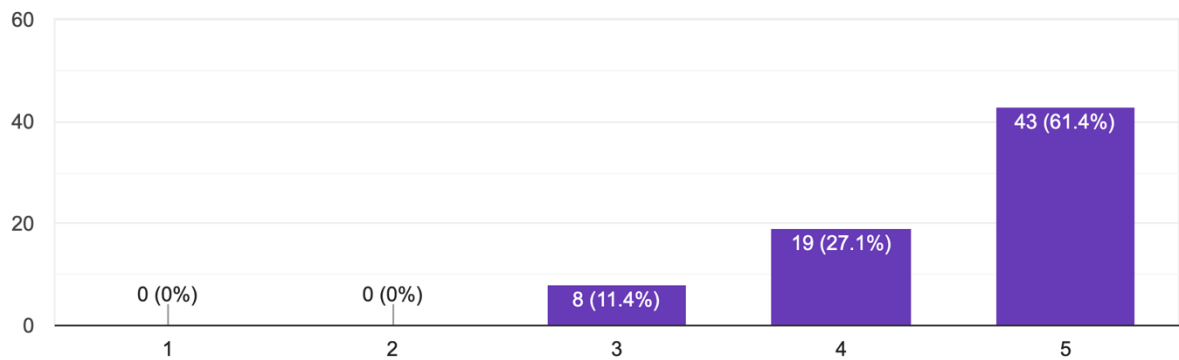
I felt connected with other people in my dialogue.(1 Low-5 High)

70 responses



I felt my group discussed challenging issues in productive or supportive ways.(1 Low-5 High)

70 responses



Going forward

5.1 Some priorities that the district should engage in going forward from Post-Survey

- Safety for community members, education, community events (after Covid-19).
- Diversity across the board.
- Housing, recruiting grass roots organization and policing policies.
- Working to provide equal opportunities for everyone.
- Facilitating personal interactions across race. Potentially through schools. Demonstrating that Wauwatosa Residents want to be inclusive and improve.
- Public education.
- Police reform fire Mensah and Weber.
- Cheaper housing, equity department.
- Equity in schools and police force.
- Police reform, housing issues.
- Collaborating with other organizations in the community to develop equity/inclusion plans that sync across Wauwatosa to the extent possible.
- Connecting the community.
- Open conversations on many levels from residents to businesses to schools to government, etc.
- Reconciling relationship between police and community; making Wauwatosa a welcoming place for all people and businesses.
- Dialogue at block and area levels to foster personal connections, appreciation of diversity and a common sense of community. Education on racism and privilege.
- talking about our lack of diversity awareness, and then engaging in conversation about commonality as a foundation to respect and love our differences.
- Setting goals (SMART goals—specific measurable achievable relevant and timed) for equity and inclusivity. Invite local and national leaders to speak and continue engaged discussions. Have the Police *lead* citizens to understand law and order can co-exist with BLM (not just blue lives not just black lives all lives matter)— the Police can lead by example and with policy. Carefully look at funding that aligns with the goals.
- Racial equality.
- Sustainable, strategic change. Engaging in ongoing conversations with the community.
- Bringing actions out of these discussions-broaden the involvement in these type of discussions-increase accountability by both city officials but also citizens.
- Coming together to solve the belonging challenges.
- Relieve Officer Mensah from street policing in Wauwatosa.
- Continued communication.
- Equitable policing and schooling.
- Racial and economic equity; fair policing.

- Education to include open and safe dialogue, diversify employees to represent different communities (i.e., culture, ethnicity, gender).
- Racial equity - starting with policing.
- Kids, Schools, Police relationships, gathering data to get a clear picture of needs and set quantifiable goals.
- Racial bias training, racism/bias audit of policies and practices, apology for heinous violence by police and national guard against protesters.
- Representation.
- Economic stability.
- Schools curriculum; improving police- community relationships for ALL people; continuing conversations; restorative justice implementations.
- Equity audits; History-Local Learnings.
- History of racism/ Tosa as a sundown town education.
- Open/honest conversations regarding inequity, restorative justice, engaging the children of this community in equality.
- Promoting/Celebrating our diversity and actions/steps toward inclusivity.
- Home ownership for black and brown people in Tosa and marketing to get black and brown folks to choose Tosa.
- Law and Order and Community Equity.
- Removing Officer Mensah, having a more diverse common council.
- Help business thrive by staying out of the way.
- Work on equity & inclusion.
- inclusion and equity.
- Peace, equality.
- More meetings.
- Invite balm and Robyn vining and law enforcement to the table.
- The City should ensure that there are open lines of communication with stakeholders. People should be empowered to participate, and given opportunities to have a voice in producing actionable outcomes.
- Unconscious Bias training.
- Racial equality.
- I'm uncertain what government can do to repair the issues we're facing.
- More opportunities for exchange of ideas like tonight to keep the conversations going.
- Long term change.
- Asking the BID to partner with other BIDs to encourage spending, community policing, and fire Chief Weber.
- Education, awareness and understanding.
- Community dialogue, housing, increasing diversity and sense of welcome for all.
- Remove officer Mensah, continue to promote diversity and inclusion within the city government and community.
- Equity and inclusion.

- Fair housing; clear communication about strengths and weaknesses of police.
- Police reform.
- Engagement between the police department and community, emphasis on service & protection.

5.2 Some lingering questions, thoughts, and concerns.

- We didn't talk much about safety in relation to riots - this is a concern I have. Our conversation was focused on education of segregation, poverty, housing differences, community events, schools, etc.
- Will Wauwatosa engage communities of colors by reaching out to grass roots organizations?
- How to improve everything?
- How to measure progress and help people understand each other's point of view.
- Equity & Inclusion needs space to work.
- Small group talk is a start, but systemic changes take work
- What more can I do?
- How can I get out of my own perspective/experience to understand my community in more depth?
- Hopeful.
- Positive that people care enough to get on a call when we're all busy. It's mentally enjoyable and sure, it's encouraging that we're getting together and having this conversation.
- Encouraged.
- Hopeful and encouraged.
- This was a good conversation.
- It would be lots easier if it wasn't during a pandemic, and it was great to talk to all of you.
- Thank you for everyone's input.
- Thank you!
- OK, fine
- Frustration
- Engaging
- Vulnerable, but hopeful
- I feel good about this forum and this discussion. Meeting new people on new tough topics.
- Community. This is what community is.
- I am grateful and hopeful.
- I am grateful for all the sharing. I miss the social interaction.
- Hopeful. Grateful. And I have heard a lot of common ground.
- Next steps/follow through.

- Wondering how more effective use of social networking media can be used both to counter rumors and to more effectively share what Tosa is actually like today to offset/counter old stereotypes.
- Moving forward, not losing momentum.
- Will this progress beyond today? I hope so.
- How to measure and keep informed.
- Can you get your report to city before 10/28?
- Just wanting to learn more.
- My wish is that more dialogues like this would take place so that Tosians can connect and better understand each other beyond differences.
- How to connect with Trump voters?
- How can I continue to do the hard work?
- Concerns that our mayor and council need to REALLY be on board with equity efforts publicly and vocally
- That there's a TON of work to be done.
- What's next? Discussion needs to move to Action.
- I think great things were talked about but the application of those ideas was not very specific and how we can make some needed changes.
- What can be done to make policing more equitable?
- How is Tosa preventing businesses or people of minority from coming to the community?
- What is Wauwatosa doing to diversify its leadership?
- That politicians think equity is something a municipality can fix on a govt level.
- Continue collaboration & listen.
- How to implement and move forward.
- Keeping up the energy.
- I hope we do it again because if we don't it will be dangerous.
- Keep it going!
- I'm doubtful the government can fix these issues
- How the city moves forward from the precarious state we are in now.
- What's next?
- Left, right political divides that get in the way of community connectedness, cohesion.
- How do we move forward? Where do we start? How can we get past the Officer Mensah shootings and the on-going protests?
- Just how much impact these conversations will have on the future of Wauwatosa
- Nervous about group's preconceived idea about guilt of police, assuming all officers are racist. Would they be open to the idea that many officers police fairly (while a few fail abysmally)?
- Would like action steps.
- How can I engage further?