



**City of Madison**  
**Minutes - Approved**

City of Madison  
Madison, WI 53703  
www.cityofmadison.com

**Monona Terrace Community and Convention  
Center Board DEI Ad Hoc Subcommittee**

**Consider:**  
**Who benefits? Who is burdened?**  
**Who does not have a voice at the table?**  
**How can policymakers mitigate unintended consequences?**

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Thursday, July 22, 2021

9:00AM

via Virtual Meeting

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**CALL TO ORDER / ROLL CALL**

**Present: Angela Bozo, Judy Karofsky, Mark Richardson**

**PUBLIC COMMENT**

1. None

**DISCLOSURES AND RECUSALS**

None

**APPROVAL OF MINUTES**

N/A – first meeting

**NEW BUSINESS ITEMS**

2. Strategy Session

The members of the subcommittee introduced themselves and shared reasons for joining the DEI committee. This included Monona Terrace Staff, the Director, Business Manager and Office Administrator.

Committee chair, Richardson, noted that Diversity Equality and Inclusion (DEI) work is challenging and perpetual. He explained that it moves forward; nevertheless, backward and sideways movement shouldn't be a surprise or a discouragement. The goal in this work is to be proactive 70% of the time, but ready to react to the unexpected 30% of the time.

The city has a compliance based approach to DEI, but as a quasi-government agency, with a community and client facing directive, Monona Terrace and the Board should be competitive not just compliant. DEI should encompass all aspects of the organization, from attracting top talent to drawing business and shifting community perception. DEI should not be about optics, percentages, or checking things off a list. DEI is about diversity of thought, the prevention of "group think" and creating an environment where all are included and their opinions heard.

Even when this seems to happen organically, in actuality, a lot of investment has gone on behind the scenes. For example in the "Deer District," the championship game for the Bucks brought a diverse group of people together; however, it didn't happen overnight. It took investment in and focus on the community and, at minimum, 4 years to get to this point.

The strategy for this committee moving forward is to determine the next best opportunity for the organization and invite partners, the people who are making progress on this front in the Madison community, to join in the conversation.

Richardson proposed that the committee have monthly 90 minute meetings. Committee members can forward contact information regarding potential partners to the MT Office Administrator who can reach out and invite them to a meeting.

**ADJOURNMENT**

A motion was made by Bozo, seconded by Karofsky, to adjourn. The motion passed unanimously.