



# City of Milwaukee

200 E. Wells Street  
Milwaukee, Wisconsin  
53202

## Meeting Minutes

### MILLENNIAL TASK FORCE

**CHAIR: MARQUAYLA ELLISON**

**Nick Carnahan, Nicole Behnke, Jordan Donald, Tenia Fisher,  
Jeremy Fojut, Adam Gabornitz, Michael Hostad, Amelia Kegel,  
Noel Kegel, Kacee Ochalek, Jason Rae, Ger Thao, Tiffany  
Henry and Sam Woods.**

**Staff Assistant: Chris Lee, 414-286-2232**

**Legislative Liaison: Alex Highley, 414-286-8661**

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**Friday, February 28, 2020**

**9:00 AM**

**Room 301-B, Third Floor, City Hall**

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**1. Administration of oaths.**

*City Clerk James Owczarski administered the oaths of members present.*

**2. Call to order.**

*The meeting was called to order at 9:07 a.m.*

**3. Roll call.**

*Present (11) - Arroyo-Vega, Carnahan, Rae, Ochalek, Donald, Hostad, Damiani, Fojut,  
Gabornitz, Ellison, Fisher*

*Excused (5) - Noel Kegel, McLaren, Thao, Henry, Amelia Kegel*

**4. Welcoming remarks by Alderman Cavalier Johnson.**

*Ald. Cavalier Johnson, 2nd Aldermanic District, gave opening remarks. The makeup of the task force was intentional to be comprised of millennials outside of city government to produce recommendations, without government influence, that would address the brain drain for the City and State. Millennial numbers, especially educated millennials, are trending downwards for the State as opposed to the rising trend nationwide. Members are to analyze reasons why their peers stay or leave the City, look at the models and initiatives that peer cities are doing to attract and maintain millennial talent, and produce a report in a relatively short amount of time by mid-year. A goal is to take legislative action or create administrative changes to impact the community.*

**5. Introduction of members, staff, and participants.**

*Task force members made brief introductions as follows:*

*Jason Rae is the Wisconsin LGBT Chamber of Commerce President and CEO, a Marquette University alumni, and a Milwaukee resident for 15 years.*

*Kacee Ochalek is a Bridge the City Podcast Radio Producer and Host, also works in the City Clerk's Office Workforce Development Section, and a University of Wisconsin-Milwaukee alumni and soon-to-be returning student.*

*Michael Hostad is the Greater Milwaukee Committee The Commons Initiative Executive Director and Co-Founder. The initiative works with helping to develop and retain high school and college students as young professionals. He has an IT background and teaches 5-12th grade students how to code.*

*Adam Gabornitz is the Northwestern Mutual Diversity and Inclusion Assistant Director; works with tech talent attraction, retention, and development in the City; a University of Wisconsin-Milwaukee alumni; and a life-long City resident.*

*Jeremy Fojut is a NEWaukee Co-Founder, a south side City resident, and has moved away from international work to focus on retaining and attracting local talent.*

*Tenia Fisher is the Social X Health and Wellness Director, a 1st grade teacher at Greater Holy Temple Christian Academy, and a life-long City resident. Social X does events and encourages young professionals, particularly persons of color, to stay in Milwaukee.*

*Marquayla Ellison is the Social X President and owner of Elastic Designs.*

*Jordan Donald is a Galbraith Carnahan Architects Designer, life-long City resident, University of Wisconsin-Milwaukee alumni, and is passionate about Milwaukee innovation.*

*Angela Damiani is the NEWaukee CEO and Co-Founder of NEWance. NEWance is a talent attraction, retention, and placement company. The task force should also expand its scope to include Generation Z, who are more transient.*

*Nick Carnahan is a Galbraith Carnahan Architects Partner, is from rural Wisconsin, studied architecture in Milwaukee, moved to Seattle briefly, and returned to live in the City since 2011.*

*Jezamil Arroyo-Vega is a City of Milwaukee Department of Neighborhood Services Building Construction Inspector; came to the City from Puerto Rico to complete her undergraduate and master's degree; has been involved in construction, neighborhood development, and planning; and is happy to be part of the task force.*

## **6. Presentation on open meeting and records laws and parliamentary procedures.**

*James Owczarski, City Clerk, gave a brief overview on parliamentary procedures. Robert's Rules of Order (RRO) governs meeting proceedings, but it does not fix a dysfunctional meeting body. A functional meeting body is determined by the conduct of its members. Patience, ability to listen, and collaboration are key qualities for a functional meeting body. Consensus should be welcomed. Voting is not required, but can be done if there is no consensus.*

*Peter Block, Assistant City Attorney, gave a PowerPoint presentation on the open meetings law relative to policy, applicability, purpose requirement, numbers requirement, quorum, negative quorum, walking quorum, conference calls, text messaging, email messaging, notice, open session, closed session, recording, citizen*

*participation, and penalties.*

*Atty. Block continued with a PowerPoint presentation on the public records law relative to public policy, definition of a record, record requests and responses, and penalties.*

*Full details of the open meetings law and public records law PowerPoint presentations can be found within Common Council File Number 191649.*

**7. Discussion on the role and purview of the task force.**

*a. Charge to the task force*

*Mr. Lee stated the tasks required of the task force as follows:*

- Assess the major reasons Millennials leave Milwaukee after college graduation.*
- Assess the major reasons Millennials stay in Milwaukee after college graduation.*
- Analyze programs and policies, including peer city models, designed to attract and retain talented, young individuals.*
- Propose measures to attract and retain Millennials.*
- Make recommendations to the Common Council regarding potential legislative changes and other measures needed to address the Brain Drain problem by June 30, 2020.*

**8. Election of a chair.**

*Mr. Lee said that the role of a chairperson is to provide leadership for the task force, ensure that the task force functions properly and is managed effectively, represent the task force as a figurehead, facilitates and presides over meetings, and establishes meetings and meeting agendas.*

*Member Ellison volunteered to serve as chair.*

*Member Fojut moved nomination, seconded by member Rae, of Marquayla Ellison to serve as chair of the task force. There was no objection.*

*Member Ellison was in acceptance and elected as chair of the task force.*

**9. Discussion on next steps.**

*a. Key deliverables*

*Chair Ellison said that the outputs and reports created by the task force will be guided by the five charges of the task force.*

*b. Structure and staffing*

*Chair Ellison questioned the role of members, staff, or other participants.*

*Mr. Lee said that he will provide clerical staff support to the task force by working with the chair and members to schedule meetings and create the agendas, prepare meeting materials, staff meetings, and take meeting minutes.*

*Alex Highley, Legislative Reference Bureau, said that he can take notes, document*

*activities, produce written reports, research, do certain data mapping, produce a final task force recommendations written report, and possibly draft legislation.*

*Bernadette Karanja, City Clerk's Office Workforce Development Section, commented. Her office worked towards acquiring membership to the task force. She will be an observer, attempt to attend most meetings, and defer to the task force. The roles and activities of the task force are up for the task force to determine. The task force should be organic, collaborative, integrated, and communicate freely. There are many community leaders interested to come forward to engage or present to the task force on the subject matter. Members are encouraged to read the report "Recommendations on Reducing Human Capital Flight (Brain Drain) from Milwaukee and its City Government" from her office as a guide. The report is on peer cities, branding efforts, and initiatives or policies that the City and State have already done. The report data is dated. The task force can ask for additional or more current data after it has reviewed the report in more detail.*

*Ms. Karanja commented on a few grammatical edits to the report.*

*The full report "Recommendations on Reducing Human Capital Flight (Brain Drain) from Milwaukee and its City Government" can be found within Common Council File Number 191649.*

*c. Meeting frequency*

*Members discussed to meet often biweekly or every other week for two hours initially, to possibly reassess the meeting frequency and time duration later on, and to meet at City Hall ideally.*

*d. Communications plan*

*Mr. Lee commented. The forms of communication and progress reporting will occur with members' participation in physical meetings. Some task forces may form subcommittees, work groups, or assign members with certain tasks. The task force will ultimately determine the necessary communication it needs as it evolves, conduct its work process, and by how it structures itself.*

*Members said that primary communication would be through email to clerk staff and the chair. Clerk staff will send mass email information to everyone accordingly.*

*e. Other*

*Chair Ellison inquired what needs to occur prior to the next meeting.*

*Members discussed to review the report "Recommendations on Reducing Human Capital Flight (Brain Drain) from Milwaukee and its City Government"; think about problems unique to Milwaukee such as segregation; think about unique policy recommendations such as housing choice vouchers, inclusive zoning processes, pedestrian zones; consider strategies different from a branding one; include Generation Z; include current students; acquire or share additional or more recent reports; consider student surveys from universities; consider possible community leaders to invite to the task force such as the Public Policy Forum; think about current initiatives or policies already taking place within the community or government; and to come prepared to share insight from every member according to their employment or industry.*

**10. Agenda items for the next meeting.**

*Members said that the next meetings would primarily be based on research and assessment; for there to be a talking points guide with action items at the end to help facilitate meetings and make meetings efficient; and to establish a collective list on various aspects from everyone's input.*

*Members discussed the following possible agenda items or activities:*

- Review and reaction to the report "Recommendations on Reducing Human Capital Flight (Brain Drain) from Milwaukee and its City Government" (each member to offer a few points)*
- Engage in the first two or three assessment tasks of the task force, especially regarding items unique to the City and for members to share their own insight, research, or data from their employment or industry.*
- Identification or presentation of additional or more current reports/data from staff, members, or the community*
- Identify current initiatives or policies already taking place within the community or government*
- Presentation or discussion with community leaders or students*
- Establishing a framework to move forward and to address systematic issues*

*Member Hostad said that he can share information on a talent consortium of 40 organizations.*

*Member Gabornitz said that he can bring research information on efforts retaining tech talent in the City.*

**11. Set next meeting, date, time, and location.**

*Tuesday, March 12, 2020 at 8 a.m.*

**12. Adjournment.**

*Meeting adjourned at 10:26 a.m.*

*Chris Lee, Staff Assistant  
Council Records Section  
City Clerk's Office*

**Materials from this meeting can be found within the following file:**

[191649](#)

Communication relating to findings, recommendations and activities of the Millennial Task Force.

**Sponsors:** THE CHAIR