



*Deep Listening. Fostering Trust. Bridging Communities.*

# Welcoming Community: Community Dialogue and Storytelling



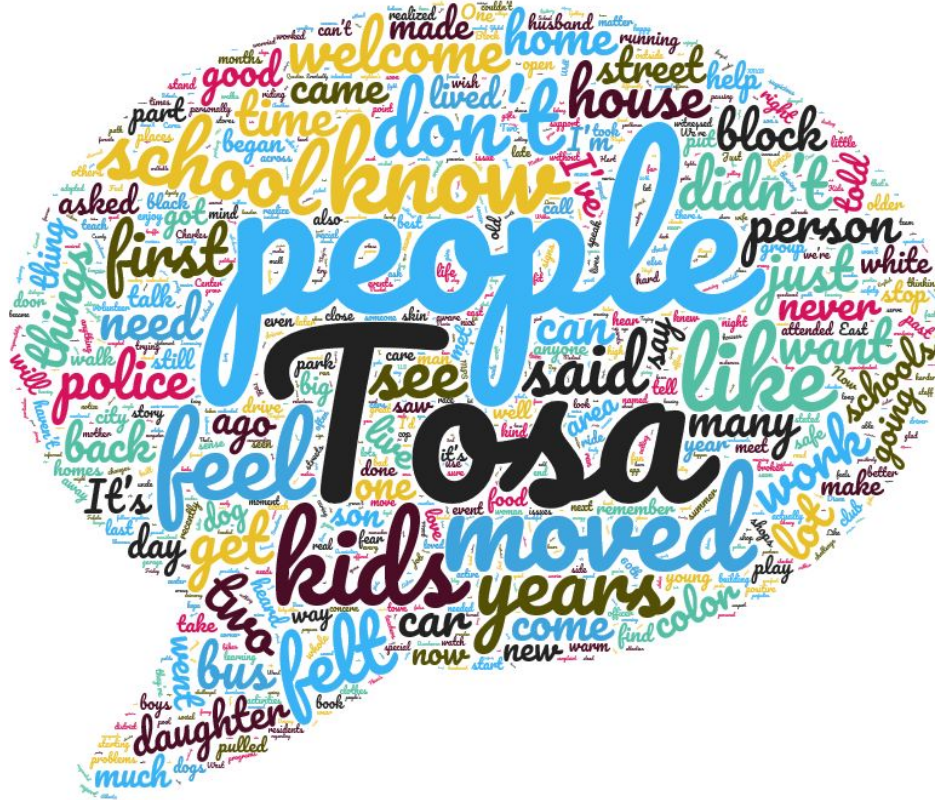
**fellows  
& facilitators**

Presented by Ex Fabula **series**  
and the Zeidler Center



Thank you To City Hall for hosting this dialogue and the Mayor Ehley for her contribution.  
Thank you to the Wawatosa School District and Dr. Ertl for the promotional help.

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### Word Cloud of the report

*"We have had a block party for 12 years but last year's was the best. There were all generations, great diversity of peoples all playing, laughing and sharing food."*

— — — — —

*"...Then my wife had serious surgery. A parade of neighbors began to arrive at our front door, all with prepared food."*

— — — — —

*"When I drive down North or Center and I see a car pulled over by police...100% of the time it is a black person driving. They have not been speeding."*

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*"I remember one time when a friend of mine had volunteered to work at my church. He was walking up the street to volunteer and the police stopped, questioned for 15 minutes and frisked him, called me to verify his story and then took him in the car to where I was. There has to be some balance of safety and welcoming."*

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## Executive Summary

This report details dialogue themes emerging from the Welcoming Community: Community Dialogue and Storytelling event, facilitated by the Zeidler Center, in partnership with Ex-Fabula. The dialogue took place on Thursday April 26, 2018 at the Wauwatosa Civic Center. During the event, Zeidler Center facilitators guided participants through structured dialogue. Participants responded to two key questions:

- 1. "Tell about a personal experience you've had in Wauwatosa (in the city or at your work or school) where you experienced a welcoming and thriving community at its best? What happened and how did you feel about it?"*
- 2. "Where have you witnessed or personally experienced something that made you feel uncomfortable and less than welcome in this community? And what would have made the experience more welcoming?"*

Participants were also asked to participate in "connected conversation" if time allowed. This section encouraged participants to have an open conversation, ask question to peers, and discuss what was heard in the facilitated listening circles. In addition, participants were asked a series of follow-up questions:

*"Where have you noticed the community change the most in the past few years and what's your reaction to those changes?"; "What valued drive you to care about this community?";*  
*"What motivated you and what holds you back from taking action?"*

When discussing the first question, participants relayed many stories about how warm and welcoming Tosa had been to them, especially upon moving into a neighborhood, or when certain events led them to needing assistance. Along with stories of welcome and support, participants also discussed neighborhood socializing and groups, other community events that they enjoyed, the environment for children in the community, as well as diversity and race in its varying roles within the community.

In response to the second question, most of the conversation involved personal stories of racial targeting and stereotypes, including those experienced by the participants themselves, or witnessed of others. The police were a large topic of conversation, as well as incidents involving other residents, school officials and the older generation. Newcomers, feeling unwelcomed, racial bias, and white privilege was discussed amongst groups, along with struggles between safety and being a welcoming community. Participants also discussed suggestions for change.

The connected conversation portion of the dialogue contained very positive language, while acknowledging that there was still a lot of work to be done to achieve an ideal

community. Participants noted that increasing inclusion, awareness and dialogue, taking a stance against racist statements, as well as making sure to be welcoming, and being a role model for children were all important steps to take. Participants also noted specific things that they noticed, including more conversations, actions in schools and affordable housing efforts that were encouraging to them.

Participants mirrored what was stated in the connected conversations portion of the discussion during final words, and making pledges, using words such as “connected,” “reflective,” and “hopeful.” Others stated things that they could do, such as be more involved, welcoming and being “more corrective.”

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## Analysis

### **1. Question Round One:** *"Tell about a personal experience you've had in Wauwatosa (in the city or at your work or school) where you experienced a welcoming and thriving community at its best? What happened and how did you feel about it?"*

A large majority of the participants' conversations related to how warm and welcoming Tosa had been to them, especially upon moving into a neighborhood, or when certain events led them to needing assistance. Along with welcoming and support, participants also spoke a lot about neighborhood socializing, the environment for children, and other community events that they liked and made them feel a part of the community. Participants also discussed diversity and race in their neighborhoods and in Tosa in general, in a positive and negative light, both enjoying diversity and also noting experiences with lingering racial issues and stereotyping.

#### **1.1 Community Welcome and Support**

Much of the conversation regarding question one revolved around community support. Participants noted the kindness and welcoming they felt upon moving to the community, and also spoke about receiving support after life events or in times of need.

*"When I first moved into the neighborhood the block person invited my family for pie. When they moved the entire block had a party for them."*

*"...Then my wife had serious surgery. A parade of neighbors began to arrive at our front door, all with prepared food."*

*"First, 25 or 26 years ago, when we moved to Tosa, we received such a warm welcome from people around our block. We're so close now that my next-door neighbor said that if we move, she's moving with us. The first weekend we moved in, all of our neighbors came over to help us remove a fence."*

*"Within the past two years I was widowed. My neighbors help me with shoveling snow and cutting grass. In my neighborhood people are caring."*

*"I had our first child our 4th year living here and was very thankful for the 'Resident Spouse Association' that made meals, put together play groups for the children and I was thankful for the support of the community around me."*

## 1.2 Neighborhood Socializing and Groups

When discussing the importance of neighborhood socializing, participants spoke of valuing annual block parties, neighborhood associations, book clubs and other groups, as well as getting out in the area, walking and feeling a part of a community.

*"We have had a block party for 12 years but last year's was the best. There were all generations, great diversity of peoples all playing, laughing and sharing food."*

*"Now I feel part of the community, a network. We can walk anywhere in our neighborhood. I see people and have a sense of place, of home."*

*"Some neighbors invited me to join the Junior Women's Club. I love the neighborhood association met a lot of people of all ages there."*

## 1.3 Other Community Events

Along with local neighborhood socializing and events, participants also noted other events that they enjoy in the broader Tosa community, such as the farmer's markets, shopping, races, etc. Participants noted that these events also make them feel welcome and like part of a community.

*"My favorite time is the annual Friends of the Monarch Trail butterfly celebration at the County Grounds. It's a big party. We see some butterflies, but I see people who care about the same things I do. I feel welcome and well loved."*

*"I went with friends to the Downer Avenue bike races. It was so cool to pack food and go with friends. How did I not know this was happening?"*

*"My friends and I go shopping together. Tosa Village has a Diva Night. We had so much fun!"*

*"I've always enjoyed the farmer's market near State Street. Everybody is very friendly. They're there with kids or dogs. There's young and old. The vendors are all really friendly. It's a good place to go; you can feel like a part of the community."*

## 1.4 Children in the Community

Many participants also noted specific things about children in the community, including valuing their safety, school programs and community care. Other's noted that they valued kids' programs working on charitable and environmental projects.

*"A lot of kids come from other neighborhoods to trick-or-treat here and we were very welcoming to others that aren't part of our neighborhood. I feel safe sending my kids out to trick or treat."*

*"We have found much support from the neighborhood and from the school. We are so grateful for the Tosa school program for special needs children ... I think every child is cared for."*

*"I never imagined I'd meet people who open their lives to me. My kids are learning this too. I feel like they have 'eyes on them' when they are in the neighborhood. It is tight and special."*

*"At Tosa Cares, we're planning for 100 families that we'll feed and clothe."*

### **1.5 Race and Diversity**

Another topic of conversation in question one was race and diversity. Participants discussed diversity in both a good and bad light, noting that it seems to be evolving, and a valued part of Tosa, but there is also existing stereotypes and problems with people and institutions.

*"There is a lot of diversity on our street. The kids play together, and the people are outside ... I feel part of a big family."*

*"I did have some uncomfortable conversations with folks on my block who did resent the fact that persons of color were beginning to 'invade' Tosa.... Those conversations were overwhelmingly overruled by the more positive ones that I enjoyed and are still connected to some of those folks now."*

*"The officer that responded first was professional and polite, but what upset me is that later in the conversation the officer said that more than likely that it was "those people" that resided across the street. He was indeed referring to the families that are of a Global Majority."*

*"I found myself being the representative for ALL BLACK PEOPLE and their opinions at work. I refer to it as "The O.J. Simpson Verdict Syndrome"*

*"I get those that I encounter the negatives, the ridicule, and being judged to try to make me feel that I am not welcome and I am not a part of the community, but that makes me fight even harder."*

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**2. Question Two:** *"Where have you witnessed or personally experienced something that made you feel uncomfortable and less than welcome in this community? And what would have made the experience more welcoming?"*

In response to question two, most of the conversation involved personal stories of racial targeting and stereotypes, including those experienced by the participants themselves, or



witnessed of others. Participants spoke a lot about the police in Tosa, being racially biased, and also other residents, school officials and the older generation. The groups also discussed white privilege and the struggle between valuing both safety and welcoming newcomers. Other topics included stories of not being welcomed into the community, at least right away, and noting a few suggestions for change.

## 2.1 Personal Experiences

In terms of personal statements regarding racial targeting and stereotypes, participants were concerned over treatment by the police, using neighborhood apps, and how other institutions, especially school officials were acting. Other participants relayed stories of seeing racism at the mall, volunteer events, pools, in stores and restaurants.

*"I have lived here 40 years without any problems. But what worries me is when I go to a meeting and hear police officers say, 'If you see anyone who looks like they don't belong here, call us right away.'"*

*"When I drive down North or Center and I see a car pulled over by police...100% of the time it is a black person driving. They have not been speeding."*

*"One time I saw a white person go up to a volunteer of color who was preparing care packages to let them know that they weren't supposed to be there, they were there too early to get food. We can't see past color."*

*"The first person of color moved into my neighborhood last year. I've heard many comments about 'those people,' especially at Hoyt Park pool when it was a County pool... like 'what are those people doing here?'"*

*"I moved here from the Washington D.C. area. I was at a nearby fast food eatery and ordered food the cashier said you speak English very well. I was born in the U.S."*

*"I have witnessed people of color being given the 3rd degree in stores when writing a personal check while I have been allowed to without ID."*

## 2.2 Safety and Welcoming Diverse Neighbors

Along with stories of personal experiences of racism or bias, participants also spoke about the struggle between wanting to maintain a safe community and structure, but also about being welcoming to newcomers and to diversity.

*"I don't know what to do in such situations. I feel responsibility for safety and responsibility to be welcoming. How can I put those two ideas together?"*

*"I remember one time when a friend of mine had volunteered to work at my church. He was walking up the street to volunteer and the police stopped, questioned for 15 minutes and frisked him, called me to verify his story and then took him in the car to where I was. There has to be some balance of safety and welcoming."*

### **2.3 Breaking In, Breaking Through**

Alongside statements of wanting diversity and desire to be welcoming to newcomers, some participants noted that they did not feel welcome in Tosa, at least right away. Participants noted that the city is "clicky" and feeling as if they had to "break through."

*"Clicks are real in Tosa. As a new family to the area we were not very welcome."*

*"I now work with the diversity work group and I never forgot that feeling of how it feels to be a newcomer. I try to do things to include everyone."*

*"I asked someone how do you break in and make friends. I was told to go to church. I found a church that shared my values and I still attend to this day."*

*"I'm just as guilty here. I'm afraid to go to our neighbor's house and say 'I'm your neighbor.'"*

### **2.4 Suggestions for Change**

Finally, during question two, some participants mentions suggestions for change. Participants noted practical solutions, such as being engaged in schools, desiring partnerships between schools and re-activating neighborhood associations. Other participants noted more individual or theoretical changes, such as being careful not to judge and the need for societal change as a whole.

*"Getting all neighborhood associations to work and get to be more active as far as activities go is what will make the association process more welcoming for me."*

*"I engage in the schools regarding my kids. Staff members often treat me as if they want me to go away, but I will not. As long as my children are there I will also be there to support them."*

*"I'm learning to take deep breaths. I'm not going to argue, but I'm going to let them know what we stand for: We're here to help and serve, not judge. I need to remember to breathe before responding so I don't make the situation worse. We need to give people the experience to grow."*

*"I think we need to change society's minds."*

**3. Connected Conversation:** *"Where have you noticed the community change the most in the past few years and what's your reaction to those changes?"; "What valued drive you to care about this community?"; "What motivated you and what holds you back from taking action?"*

Participants used very positive language during the connected conversations portion of the dialogue, while acknowledging that there was still work to be done to achieve their ideal community. Participants noted that increasing inclusion, awareness and dialogue, taking a stance against racist statements, as well as making sure to be welcoming, and being a role model for children are all important steps to take. Participants also noted specific things that they noticed, including more conversations, actions in schools and affordable housing efforts that were encouraging to them.

*"There is much work to be done to find the ideal type of diversity. There are different places and need work to all come together."*

*"We have to make sure people of color feel welcome. Equality is not enough. We have to go beyond acting like 'welcome to our community and now be like us.'"*

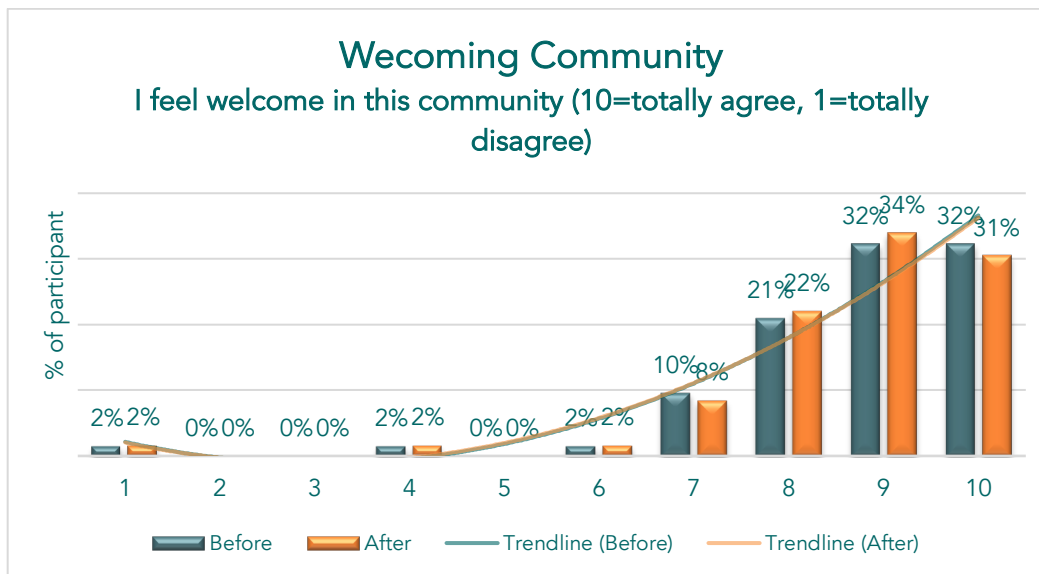
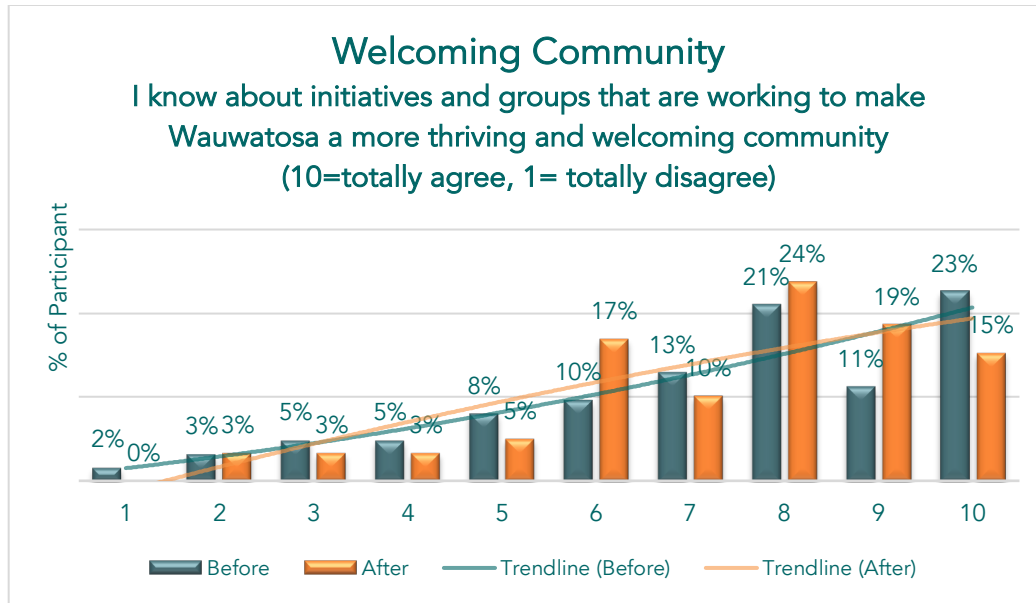
*"What drives me is the common need of having shared public spaces that are safe and comfortable for each of us to share and participate with our families and neighbors."*

*"I am driven by the excitement going on in Wauwatosa with people coming from all around to share in events and activities."*

**4. Final Words, Pledges**

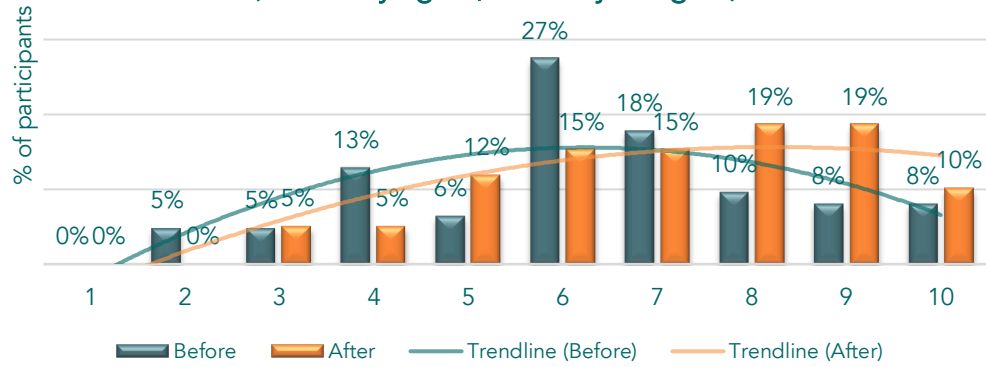
When discussing final words or pledges, participants mirrored what was stated in the connected conversations portion of the discussion, using words such as "connected," "reflective," and "hopeful." Others stated things that they could do, such as be more involved, welcoming and being "more corrective."

## Feedback Forms



## Welcoming Community

I have clear ideas about how I can contribute to make Wauwatosa a more thriving and welcoming community  
(10=totally agree, 1=totally disagree)



## Annexes

**Round 1 Question:** *"Tell about a personal experience you've had in Wauwatosa (in the city or at your work or school) where you experienced a welcoming and thriving community at its best? What happened and how did you feel about it?"*

- It's surprising but the memory that is strongest is one where at the end the police were called. It was at our block party last year. We have had a block party for 12 years but last year's was the best. There were all generations, great diversity of peoples all playing, laughing and sharing food. We were having so much fun we didn't realize it was past the time to close up and be quiet. When the police drove up we were embarrassed and we got quiet and cleaned up. Our block really felt like home.
- We have lived in Tosa for 4 ½ years. We had a 5 month old daughter when we moved here now we have two children. The younger is 18 months. We had been busy with our children and getting our home fixed up and not really getting out much to be social. Then my wife had serious surgery. A parade of neighbors began to arrive at our front door, all with prepared food. We moved here from a small rural town and did not expect such hospitality. We has 3 months of no cooking. We experienced kindness in the BIG city.
- We have been here four months. We were surprised soon after we moved in to hear a knock on the door and see two strangers at our front door bearing gifts of fresh homemade cookies. They are the neighbors in back, They made a special effort to welcome us. We take walks and occasionally see them.
- We moved here from a sheep farm up north that got too much for us and we also wanted to be near our grandchildren. This event happened before we actually moved here. We had been at an event at the Unitarian Universalist church where we viewed the Film "Blood at our Doorstep". Maria Hamilton was there and talked. It was amazing to listen to her story and see her power. There was another woman who was a counselor to the family. We were to go to a restaurant with some friends after the event but our friends decided not to go. As we were sitting there Maria and the counselor came in, sat with us and we talked for a long time and had our dinners and sat and talked till 9:30 when they closed. We realized what it was like to be part of this community.
- I am on a neighborhood planning committee. There is a lot of diversity on our street The kids play together and the people are outside. In the winter people are inside al lot but it is getting to be spring and we are reconnecting with our neighbors. I feel part of a big family.
- When we moved here we were medical students and very young still- just learning to be adults. In the beginning we had many home projects and didn't connect with neighbors. Then we had our first child and we went walking around our neighborhood. We met people. Some had children the same age. we would have conversations about our children. Now I feel part of the community, a network. We can walk anywhere in our neighborhood. I see people and have a sense of place, of home. We can make our lives here and not live anywhere else.

- When we first moved to Tosa we had an apartment. Then we bought a home on the East side because it seemed like a walkable neighborhood. We like the good schools. WE had a five year old daughter. Then we had another child, our son. At three he still was not speaking, was having tantrums, and trouble sleeping so we decided we needed to get some testing done. He has severe ADHD but not autism. We have found much support from the neighborhood and from the school. We are so grateful for the Tosa school program for special needs children. We didn't know how much we would need such good schools. The teachers listen to us and help us sign up for the programs our son needs. They remember to ask about our daughter so she is not passed over. I think every child is cared for.
- This is 2018 so I have lived her for 30 years. My favorite time is the annual Friends of the Monarch Trail butterfly celebration at the County Grounds. It's a big party. We see some butterflies but I see people who care about the same things I do. I feel welcome and well loved. I find people who are not just angry but are resourceful and activists.
- I have been here since 1976. I most enjoy working with 3-5 year olds playing soccer. I enjoy building relationships with the youth and the parents. I enjoy seeing them play. I enjoy seeing them on the street and hearing them say, "Hey, coach (name)!" Its not the NCAA; it is backyard athletics. The relationships between them are wonderful at age 3-5 as it doesn't matter who is there.
- I have lived in Tosa for 4 years and the one experienced that stands out for me, is the "Block Party" that I attended when I first arrived on my block. All the people, in particular "Diane" was so welcoming and kind to me and my family when we arrived. The connection did not stop there, there was follow up almost on a weekly basis, e.g. she, Diane would check on me and my family to see how we were settling in. Over the years I have reflected on how appreciated Diane being consistent, kind, warm, and generous.
- I have attended school in Tosa and subsequent to completing college and grad school I have worked at both Wauwatosa East and Wauwatosa West High Schools. My welcoming moment, was at HOYT POOL when during the summer I was invited by the staff to convene a program there... I ran into my former students and they were so ENTHUSIASTIC in greeting me and making me feel welcome. That moment was so important to me.
- We have lived in Tosa for two years now the neighbors on my block were so welcoming to me and my family. I am from Atlanta, GA and had trepidation in moving here to Wisconsin. After we moved in I felt "At Home" THANK YOU TOSA!!!
- Forty years ago I moved here to Tosa from Brookfield, Wisconsin. (in reverse of the White Flight) after "Global Majority" families began to move into Tosa. I did have some uncomfortable conversations with folks on my block who did resent the fact that persons of color were beginning to "invade" Tosa.... Those conversations were overwhelmingly overruled by the more positive ones that I enjoyed and are still connected to some of those folks now. In my estimation, there will always be fear and internal bias of that which we do not know, nor understand.
- I too attended a "Block Party" in Tosa 20 years ago; when I moved next door to my current neighbor and friend informed me that the former occupants were "The Cookie Bakers" for the events and block parties that occur on our block.... I began to follow the tradition and

did indeed; become the "OFFICIAL COOKIE BAKER" it has been my pleasure to take on this role. . . . It has been a BLAST!

- Until today, I never knew how much that Tosa meant to me. I no longer live in Tosa, but I did live there in my childhood. My dad was a Postman and received so many gifts and other goodies during XMAS time. I certainly loved that he shared all that bounty with us children, it was way cool to get extra XMAS gifts :) , that is just one of my wonderful memories.
- I have lived here in Tosa for 35 years, we moved here during the summer of THE DROUGHT of 1988 (when temperatures soared beyond 90 for at least 3 weeks in row) There was a community video store (Shamrock Video) on North avenue. Each Friday, I would see all these families come into the store to pick up videos for the weekend. We became . . . well a Friday family, naturally connecting with each other through our children. Well the owners called me once to report that my teens were attempting rent R rated videos and I greatly appreciated that.
- I currently teach in the Brown Deer School district where there has been an "organic" evolving of true diversity. I am an English Teacher and in my classes we recently studied the play by Lorraine Hansberry's "Raisin in the Sun" . Recently, some of my students indicated that when they found out that I was a resident of Tosa, they were crestfallen... because recently while attending a family function in Tosa they were subjected to residents calling them "The N Word". In addition, once I had items stolen from my porch after delivery by UPS . . . The officer that responded first was professional and polite, but what upset me is that later in the conversation the officer said that more than likely that it was "those people" that resided across the street. He was indeed; referring to the families that are of a Global Majority.
- I attended MPS schools when I was younger, and have always been comfortable in environments that were racially and ethnically diverse. When I began to teach in The Tosa school district, there are an overwhelming number of staff, both female and male that have made disparaging remarks about the students that come to Tosa from outside the area ... I feel complicit in that I did not challenge their views and statements. I have determined that from this point on "I will be an advocate for my students"
- As I mentioned before I came here from Atlanta, and when our family moved into Tosa ... the "Uprising" occurred in Sherman Park. My parents phoned me to see if we lived in close proximity to the area and I assured them that myself and family were OK. However; I am the only person of color that works in my area and it was apparent that the mood and atmosphere at my job had changed. I found myself being the representative for ALL BLACK PEOPLE and their opinions at work. I refer to it as "The O.J. Simpson Verdict Syndrome, it was really, really surreal.
- I am really good friends with an African American Couple who live in Tosa and they love to take drives along Highway 100. They informed me once of a recent situation that occurred with a Tosa Police officer, who stopped them for "Driving Below the Speed Limit" at first he was polite and professional and then began to question their ownership of the vehicle they were driving and requesting information were they were going, and what they were doing



there in the first place. What a shame I thought to myself and I felt powerless in that moment, because of various emotions that I was feeling and experiencing.

- I want to digress in the direction of the conversation for a moment. . . I love being on North Avenue, however; lately there has been so many issues around SAFETY. In particular people of all ethnicities and colors just ... blowing through stop signs and red lights. I fear that children and seniors and the disabled are not going to be safe, just crossing the street... It is a point of principle for me to become involved in assisting in alleviating this problem.
- I too would like to speak about a different issue. I work for an environmental concern here in Tosa and I am also; involved with economic development concerns. It is indeed; a "Struggle" to balance the environment and the future of our community.
- I have experienced the "Outsider" syndrome... one of my children is a Trans Person and the other is challenged with a disability. The parent groups at their schools (when they attended schools in Tosa) never, never, invited neither one of my children to any Birthday Parties or community events..... That saddens me immensely.
- When I first moved into the neighborhood the block person invited my family for pie. When they moved the entire block had a party for them. It felt good caring for each other.
- I had a positive experience when I first moved into the neighborhood. I heard about the neighborhood association and when you have kids at home you don't get to do or have a lot of adult time. I heard about the book club which is generally about 90% female, but they welcomed me with humor and acceptance and I appreciated that. I'm still a part of that book club many years later.
- I was a single male parent moving into the neighborhood with my son. The first week we were there a couple brought me brownies and said you have a son you need brownies. It was a meaningful welcome.
- My favorite thing in Tosa are summer Saturday mornings, in the village. No matter what they're doing people are happy, and I'm the proudest there. I know a lot of people there. That's very welcoming and I burst with pride, thinking about it. A neighbor invited me into their home for pumpkin carving. I love the fact that Tosa has a small town feel with big city amenities. I'm not used to the warm and welcome invitations.
- I like the night time trick-or-treating and you can just sit on the porch and give out candy. A lot of kids come from other neighborhoods to trick-or-treat here and we were very welcoming to others that aren't part of our neighborhood. I feel safe sending my kids out to trick or treat.
- I like the fact that couple goes to the book club and it's a mixture. 50 Years ago I had an infant and a two-year-old and I was kind of lonely, but the library had a lot of activities. Some neighbors invited me to join the junior Women's Club. I love the neighborhood association met a lot of people of all ages there.
- I went with friends to the Downer Avenue bike races. It was so cool to pack food and go with friends. How did I not know this was happening? How did I miss this? I was excited to find that East Tosa was going to do the same thing. I like that it's closer. I can enjoy being with friends and running into people I know. In the last 3 months, I've been curious about the organization. I might even house a biker.

- My friends and I go shopping together. Tosa Village has a Diva Night. We had so much fun! Different shops had different games to play. You get a card and go around to shops to get prizes. I like that we can ride our bikes there.
- A “community at its best” is a high bar. I’ve never had a bad experience here. The general vibe I get is that it’s an okay place to be - - a pleasant place to be.
- I’ve had a lot of positive experiences here. I work in the Tosa schools as an equity specialist. We’re looking at our school system as a whole and what we need to tether the community to the school. One group of teachers was reading *Waking Up White* and wondering where do we go next? We decided to hand out coffee to parents dropping off kids at school. Volunteers went directly to cars. We want to tether our parents to our building. Some of the parents looked at us funny, but we planted a small seed to start building a community.
- At Tosa Cares, we’re planning for 100 families that we’ll feed and clothe. It’s great to see how eager kids are to be involved. Some are making cupcakes. The Eisenhower Student Council packed food boxes. It’s a sense of community, giving back. Kids truly want to be a part of this. Tosa West key clubs and other churches are pitching. I love the name “Tosa Cares” because it IS caring... a welcoming spirit when people come in the door, we let them know that we’re glad you’re here.
- Two things:
- First, 25 or 26 years ago, when we moved to Tosa, we received such a warm welcome from people around our block. We’re so close now that my next-door neighbor said that if we move, she’s moving with us. The first weekend we moved in, all of our neighbors came over to help us remove a fence. Now we have a bunch of empty-nesters on our block, so people are selling their homes to younger families. We had a block party this year and I loved the renewed energy.
- At our elementary school, our kids have a “green team.” The kids are so enthusiastic about helping out. They’re so excited to take care of the community. On the day of the national walkout, we had a day of thanks instead; kids wrote thank you notes to community organizations. The letters were so heartfelt, they made you cry. Especially the ones to the police.
- I’ve always enjoyed the farmer’s market near State Street. Everybody is very friendly. They’re there with kids or dogs. There’s young and old. The vendors are all really friendly. It’s a good place to go; you can feel like a part of the community.
- I moved here from Sherman Park 30 years ago. I am not outgoing and felt reluctant to meet my neighbors. My kids weren’t in the neighborhood school so that natural way to meet neighbors wasn’t open for me. At the end of the 1990s the neighborhood association started and my husband started attending the book club. Then I joined the book club and other neighborhood association events and suddenly I had a way to meet people. This changed my whole attitude about Tosa. I feel comfortable and connected now and don’t want to move and have to start over somewhere else. This taught me—as a not-outgoing person—that people need a way to feel connected.
- My wife and I are in a new phase of life, having met again after 20 years. We married, she moved to be with me, and we picked Tosa for the quality of the schools. The first couple of years I didn’t connect to Tosa through schools or my job; not until I got involved in politics

and starting campaigning for elected office. Then I got engaged, as did my East Tosa neighbors. At a recent candidate forum 75-100 people showed up. They were civil and welcoming. I felt like I was in a cohesive neighborhood.

- I was born in Milwaukee and moved around a lot until I moved into Tosa with my grandparents when my parents divorced. I didn't know anyone. I started school at Eisenhower in mid-year and everyone had their friends. I was odd-one-out. But then kids started coming up to me and I made friends. I felt welcome.
- Four years ago, I was living somewhere else. I was pregnant and in an online parent group when I mentioned I was moving to [named street intersection] and got a reply "oh, you will live across the street from me." On moving day this neighbor walked over with a bag of donuts. I met other neighbors when I was taking the fence down. They offered to help so I had lots of kids and dogs in my yard while they helped put up a new fence. I had the idea to add a gate to the fence. Now neighbors use that gate to come to my house when they need an egg or come to babysit. I am a stay at home Mom and an introvert. I never imagined I'd meet people who open their lives to me. My kids are learning this too. I feel like they have 'eyes on them' when they are in the neighborhood. It is tight and special. The fence story is so Tosa!
- I experienced welcome at two places: school and church. At school the groups like the PTA and the playground group were there and eventually I fit in. At church-Tosa Presbyterian-they were very welcoming. They are my bedrock for feeling welcome.
- The neighborhood association. We actually moved between two Tosa neighborhoods so experienced two different neighborhood associations. At the Block party for our new neighborhood association my name tag actually said my name and "1st Block Party" so I could clump with the other new people and be welcomed by the older residents -people who lived there for a while.
- I moved back to Tosa in 2011. I live in a blighted home and my neighbors have always been inclusive and welcoming.
- Within the past two years I was widowed. My neighbors help me with shoveling snow and cutting grass. In my neighborhood people are caring.
- I have a bi-racial adopted daughter who was reading below grade level. After spending time with her and getting tested I realized she read well. When I asked her teacher what the problem is he stated "I don't like teaching dirty niggers."
- I live in senior housing. While bringing in groceries another tenant insisted that she watch out for me to assure that my groceries were not stolen.
- I moved back to Tosa from the East Coast in 2012. I had a 13 month old and was overwhelmed with her at the grocery store and people came to my assistance.
- I came back to Tosa in 1999. I met a neighbor who was welcoming and very nice to me.
- While watching a movie with my husband my neighbor saw a raccoon run into my garage and came to our house to tell us.
- I have never felt unwelcomed in Tosa. My neighbors have been warm and inviting.
- I lived in Wauwatosa while my husband went to Medical School at the Medical College. I had our first child our 4th year living here and was very thankful for the "Resident Spouse

Association” that made meals, put together play groups for the children and I was thankful for the support of the community around me.

- I like the Farmers Market in the summer we have many volunteers that come to make people welcome. I serve on the neighborhood association and we often serve as the welcoming committee. I look forward to Wednesday for the Market.
- My husband and I moved here three and a half years ago and our first weekend of moving in we had to stop here at the Civic Center and set up different arrangements and we were amazed it only took roughly twenty minutes to do so. The clerk that was helping us gave her number to us and said to call if we had any problems while moving in. I felt that was wonderful and welcoming. I think downtown in the village is the best of the best with good food, good music and lots of good stuff happening.
- I like the new path that was recently built by our house before the path was tiny and hard to ride bikes on. With the new paths I see families riding together and people riding their bikes more rather than driving.
- Twenty years ago we moved from 20th and Ruby. We inherited that house from my parents-in-law. When we needed to find another home due to massive repairs needed in that house we knew we didn’t want to live with all White people so we found a house in Tosa in a diverse neighborhood. My wife was from Tomohawk and moved to Milwaukee as a teen.
- My family moved to Tosa 5.5 years ago. We live in a cul-de-sac and walked around and introduced ourselves when we first moved into the area. One of the families in the back of the cul-de-sac have been endearing to us. They bring cookies to our kids – they are almost like grandparents. Our neighbors have varying degrees of friendliness.
- There are many things in Tosa I can choose from whether it’s the schools or our neighborhood. I coach my daughter’s team. We got together. We went out and had a good time. I talked with other parents. It was really nice. It’s girls basketball but all of the coaches [for the various teams in tosa] are men. It’s an opportunity to meet a lot of cool people.
- I moved to my home five years ago and my story is one of being welcomed. Some people came and introduced themselves to me. That made me feel welcome. Since then everybody lives their own life. I was plowed in my driveway the other day and a lot of teens from the neighborhood helped shovel me out.
- I grew up on a farm up north and craved anonymity because everyone here knows everyone’s business. I thought Tosa was a big town so I wanted to live here. It’s thriving and welcoming. My kids went to Jefferson. It seemed that everyone remembered me. I was just trying to be invisible [in the Tosa community] and go and drop my kids off at school each morning, and here all of these parents were talking to me daily and setting up a play date.
- I’ve lived in Tosa 50 years. I’ve seen a lot of neighbors come and go. Last year a family moved in. I took a plate of sweets over. They are a young couple, and they have no kids. They do have two dogs. I love dogs. I am very welcoming to their dogs. They brought me a big cup of Williams-Sonoma and thanked me for welcoming their dogs.

- I first moved to Tosa when I was a teen. I got married and lived in three places [homes in Wauwatosa], and then moved back to the house I lived in as a teen. We noticed right away how many people walk in our neighborhood. Walking dogs. Walking kids. It sticks out because it's so well-traveled. We are passing people on the street so you say high.
- It's hard for me to answer that question because I grew up here early in life and it was not much diversity. When my husband and I were looking for homes my uncle immediately said don't go east of 60th Street. 60th and North [Avenue] to be exact. That's when I realized that my uncle was dealing with prejudice because he said 'those people live across 60th Street.' I don't mean to make a generalizing comment, but that's how it was said to me. So he said if we want to have decent homes and comfortable living stay west of 60th Street, and I am referring to 68th Street. It wasn't the neighborhood that we moved to that I felt uncomfortable. I felt most uncomfortable when my uncle came to visit, and for the most part my neighborhood was OK. As I said in the beginning, there was no diversity in the area.
- How do I define this question? Let me start by saying there was a fire in the neighborhood and I asked myself how do I help being new to the community. Me being of Eastern descent, trying to gain the trust of the parents not knowing anyone in the community, but I did lend a helping hand and I feel like I am in the right community. I didn't feel welcome when I first moved in, but as I stated, I feel like I am in the right community.
- I didn't feel welcome when I first moved in. I helped in starting neighborhood associations that helped me connect with people in the community. Some accepted me and some didn't when I began to talk about some of the issues and what the association was about. And it was a conversation of global warming. Now I feel connected to some and not to others and that is truly helping me grow in this community because I understand that I am not going to be liked by everyone in this community.
- I am a bi-racial parent because I am bi-racial and when I moved into the community I felt connected because of the diverse families of bi-racial families. I help in the church with food pantries in the community, try to tear down cultural barriers in the community, and you know, as normal, I get those that I encounter the negatives, the ridicule, and being judged to try to make me feel that I am not welcome and I am not a part of the community, but that makes me fight even harder.
- I have been in this community since 2010 and what takes me out of this community is running. However, I ran this community so much that I can tell you about 60% of the street names and locations that are in this community. I met a group of older gentlemen who also were runners. I thought I was the only person in this community who did this. When I began to run with those older gentlemen who had no fear and did not fear where they ran in "anywhere Milwaukee" I was able to come out of my comfort zone of this community by running with these older gentlemen who ran throughout the Milwaukee, area and by this I was able to discover Milwaukee by running. And it was not so bad after all. I LOVE running!
- I feel welcome anywhere in Tosa from all of the neighborhoods. I watch people connect in these revived community retail shops. It has become very diverse. I feel hopeful for our community in a universal sense.

- After the young man was killed I started working with the family more close. I began to understand the pain and began to be more diverse in my thinking and the programs that I have connected with, we had at our center - we had a Black History program organized and the culture in our center is thriving and becoming more diverse. When the young man was shot in the park in the Tosa area it made me think, 'what could I do?' I reached out to the family as much as I could. I wasn't accepted at first, but they saw the sincerity of heart and began to receive me.
  - I moved three times in Tosa. I have always been welcome, and the meeting place – it seems to be Gilles is the place where we congregate, meet each other, meet new people. And the second place where we gather is Hart Park. There are some diverse families. However, the majority of the families that come to the park are White, but that does not seem to matter. Even at the senior center there is some diversity there with those programs that are there.
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**Round Two Question:** *Where have you witnessed or personally experienced something that made you feel uncomfortable and less than welcome in this community? And what would have made the experience more welcoming?*

- I want to start because I don't have anything. We just moved here and the weather has kept us in so we haven't met many people.
- I have lived here 40 years without any problems. But what worries me is when I go to a meeting and hear police officers say, "If you see anyone who looks like they don't belong here, call us right away." I always hope when I see the police have pulled over a car that the occupants are not black. When our son was in elementary school he had a black classmate whom he invited to our house. We were a bout 5 minutes late and the friend was not there. We found out they had arrived on time but left right away as they felt uncomfortable sitting in the car in front of our house. This dialogue feels good. These incidents are not the way I want my community to be.
- At first I couldn't think of anything. Then I thought, "Well, that's because my skin color is white". I remembered a time when I was outside in my neighborhood and the police came by and asked if I had seen two young black males and a black girl. Soon I saw three youth walking up the street that matched that description. I was in a bind. I don't want to be suspicious and yet I didn't want to not call and wish I had called a bit later.
- Another time I heard some yelling, "Put that bike down! Stop!" Then someone rode a bike by and a car came following. I don't know what to do in such situations. I feel responsibility for safety and responsibility to be welcoming. How can I put those two ideas together?
- I have never felt unsafe in Tosa. I remember going to Mayfiar Mall when I first moved her. I don't shop but go there for movies and for the Apple Store. I remember hearing about ten years ago that people were talking about their concern that Black people from the inner

city were coming there. The talk was that "They" were taking over the mall. I never felt a concern there or felt that way myself so I didn't know what to say about those conversations. I know people who won't go to movies there but I do.

- The police at the block party but not giving a ticket got me to thinking. I wonder what if the people at the block party didn't look like us? I thought about the rest of my life. I remember one time when a friend of mine had volunteered to work at my church. He was walking up the street to volunteer and the police stopped, questioned for 15 minutes and frisked him, called me to verify his story and then took him in the car to where I was. There has to be some balance of safety and welcoming. I feel safe in Tosa. I hope we can feel safe together by building relationships.
- I was not prepared for what happened last year. We have always tried to prepare our daughter for racial issues, as we are a transracial adoption family. We always tried to prepare her for possible problems. Then this incident jumped up from a person I did not expect. I view my neighbors and friends as pretty progressive. One afternoon after school I got an email from another parent, a father who saw my daughter sucker punch another little girl. His email was a long one about how my daughter "did not play like other little girls. She plays really rough. She comes out like an animal. Since she has issues she should get counseling." Well, I know the parent of the other child so I called and talked to him and he talked to his daughter. His daughter said they were playing with each other and daring each other to hit harder and harder. The gentleman who observed the big punch only saw that not the whole series. So as a parent it was my task to defend my child from this false accusation. I reached out to the gentleman who complained but he called back in a fury and refused to talk and so my daughter does not play with his child.
- I am very conscious of the white privilege I have. There are two things that stand out in my mind. When I drive down North or Center and I see a car pulled over by police...100% of the time it is a black person driving. They have not been speeding.
- And, second, One day after soccer practice we stopped in the Mac Donald's for an ice cream. All the staff and all the other customers were black. I realized that when I go to other restaurants on North Avenue the customers and staffs are white! So I feel uncomfortable with this socio-economic divide in my neighborhood.
- We recently moved here because we wanted to be in a diverse neighborhood. But I realize most of whom we have met are not very diverse. I remember attending a Black Lives Matter March at the Brookfield UU Church before we moved here. There were many African Americans at the march and we went to Mayfair. I remember being afraid for them going to Mayfair. Though nothing happened I was uncomfortable.
- I am the board chair at St Charles, and the city buses from Milwaukee go right through Tosa and bus the kids from Wisconsin Lutheran to school right past St. Charles. The kids were getting into trouble and they blamed the kids from St-Charles. They told us that we should move, but Saint Charles has been in a community for many years and it's older than most of the people who request that that it'd be moved. At one point we were asked to wear red jackets so that they could know who was from Charles. They never made the attempt to partner with us into work together. I wish that they would have come with some suggestions for us to work together and help each other.

- My son is in the band at East which has a great program. It requires a lot of Parental participating. The booster club and a band director or not very good at walk me and expected us to know things that were never explained. It was very clicky and I didn't know what to do when I showed up to volunteer. Eventually my husband became the band booster president and we implemented some changes. Before the kids got to high school we went to the 8th graders and invited them in and told them what to expect and work with them, as a result we have more volunteers and more freshman parents as well as kids. We explained everything and helped by training them to do the different roles.
- The next door app, a social app for a neighborhood has a dark side. People get on there and Report different things some of the things I heard work two African American boys were walking up to someone's driveway and another one reported two African American boys in the garage. You never said if it was the same boy or different boys or what happened it just gave that report period Then another report was African-American I walked up to my daughter and asked her did she go to Roosevelt and walked away. And the person just wanted everyone to be aware that. I teach my son that you will be a suspect so no hoodies for you. There's no rationale to prejudice, that's the not so welcome inside of Tosa. However, I love my little bubble / neighborhood but am reminded that happens.
- Clicks are real in Tosa. As a new family to the area we were not very welcome. Especially if they didn't know you since Pre-K they're suspicious of you. What are you doing here what do you want? My daughter was having a hard time making friends so I told her to invite a couple of girlfriends and I will call their parents to see if it was okay for them to come over. I called and didn't reach anyone for the first two young ladies I called about. The 3rd pairing I called told me that her daughter was busy and don't bother making any other calls because they were having a party and what be there at their party. She never invited my daughter to come. I now work with the diversity work group and I never forgot that feeling of how it feels to be a newcomer. I try to do things to include everyone.
- People have deep roots in the community. I feel like newcomers are not wanted and not welcomed. It's not good that we're not working on that.
- My family and I are from St. Louis and we couldn't fit in when we came. I asked someone how do you break in and make friends. I was told to go to church. I found a church that shared my values and I still attend to this day. My church is working on change in Tosa. I wanted to enroll my son in school in Tosa, but when I was greeted pretty harshly and suspiciously, I enrolled him in an MPS school instead. My son's African American friends are afraid to come to Tosa. They came a few times, and then it kind of fell apart. I should have invited their parents to, and that's where I messed up. The kids were worried about how they would be treated. Tosa still has driving while Black, and I thought it was done with, but it is not. I went to the picnic for the person who was shoot while sitting in the park in Tosa, to express my condolences.
- I transferred my son from MPS to Tosa and was contacted by the vice-principal, who told me my son made no eye contact, was energetic, had no friends, that he had Asperger's and questioned my son's abilities. The VP made this assumption about my son without even knowing him. Eventually this same VP got my son into the gifted and talented program. My son was anxious because he didn't know anyone. I went to the memorial for



J. Anderson in Tosa and I felt unwelcomed. I was heartbroken. They had hired security there and German Shepards.

- Nothing comes deeply to mind, which I see as a good thing. A couple of years ago, some friends wanted to walk to Hart Fest - - I think it was Hart Fest. I don't usually go, so it might be a different event. Anyway, it was unbearably crowded, felt cliquey. There was chaos and a fight that night. It was such a strange feeling to be there and not know what was happening. What started out as an innocent night out turned into something else. It could have been better if more space was available.
- A while ago, I was running through the parkway and there was a car parked in the woods. There's never a car there. I didn't check it out, I just called the police. The police came to my door and said that a couple from New Jersey was driving, got tired, and went to the woods to sleep; it sounded weird, but whatever. An elderly woman who lives on the parkway told me that the car was back that night. The police did come and tell me what was happening; not sure that I deserved to know all the details, but they did.
- One thing I wish would happen a little bit - - We didn't have anyone welcome us when we moved into our neighborhood. I'm just as guilty here. I'm afraid to go to our neighbor's house and say "I'm your neighbor." With all of the social media and people on their phones and flat screen TVs. I could use some help here.
- I really haven't had experiences in Tosa, but adjacent to Tosa on Bluemound in Brookfield. On two separate occasions, people in SUVs have driven up next to me in my Yaris and yelled expletives at me to get my small car off the road and to get out. I felt sad that people were judging me without knowing me. I think people in Milwaukee self-segregate. They want to be around those they're comfortable with. I don't know what to do differently. I guess haters are gonna hate or they had a bad day. I don't know.
- Two instances of feeling uncomfortable. The first time, I was walking out the back of Roosevelt school after the end of the school day. I had my school ID and my computer bag, talking to the principal. A parent walks up to me and asks, "Hey. Are you the bus driver?" The buses are way over on the other side of the block! The principal said to me, "Did that really just happen?" Just because of the color of my skin, I HAD to be the bus driver, I couldn't possibly work for the school. This incident weighed heavily on my principal, Mark. It was one thing to read about, but a whole different thing to experience. The next time he saw the man, he told him, "I just wanted you to know that that man is our equity coach."
- At Wilson, I walked out of school with my teaching partner. We walked down an alley and this man asked, "What are you doing here?" I told him I was leaving school and going to my car. He wanted to know which car was mine. I pointed to it and he literally said, "Carry on." Like I needed his approval. I'm worried for my safety in this political climate now to cut through the alley. I think we need to change society's minds.
- Along with the goodness of Tosa Cares, there's judgment, even in our own church. Volunteers ask, "Why does that person need help?" or question who's taking too much. We have people of color who help as well as people of color who receive help. One time I saw a white person go up to a volunteer of color who was preparing care packages to let them know that they weren't supposed to be there, they were there too early to get food. We can't see past color.

- I'm learning to take deep breaths. I'm not going to argue, but I'm going to let them know what we stand for: We're here to help and serve, not judge. I need to remember to breathe before responding so I don't make the situation worse. We need to give people the experience to grow. Maybe 30 years ago I would have done or said the same thing, but I went down a different path.
- I have two children, 13 months apart; they're both in soccer. I volunteer for the concession stand because I don't want to be in the stands. One time I heard a cluster of our parents talking about kids of color on the team. "They probably haven't paid their athletic fees." How did they have access to know who's paid and who hasn't. I said something and felt a wall go up. I'm white and I felt uncomfortable. I felt horrible. I can't imagine what that would have felt like if I were a parent of color. It was so blatant. It's "those kids" and "they're probably not resident kids." No! most kids of color ARE residents! I wish I would have said, "Really? Is this what we're all about? Why are we so worried about this?"
- Two things come to mind. I go to the YMCA during the day. I'm retired. I heard some elderly women talking about replacing their broken bags. One joked, "Maybe you could get a slave." And added, "Be sure to get a cute one." I wished I would have the words to say, to connect dots from history to people's feelings.
- I'm also on the NextDoor app. Every once in a while someone will write a post about being careful about who's walking down the street. It's filled with code words, adjectives and nouns. It's easier on the computer because I have more time to compose a response.
- I felt this through politics as I am running for elective office. People disagree on things; I know that after knocking on thousands of doors. Usually people are respectful even in this new political climate. I thought things were going well but now I heard that a neighbor is challenging me. I felt stabbed in the back and just don't understand. What I wished would have happened is that they would talk this over with me, instead of this big surprise.
- Two incidents come to mind. I feel that as a White woman I walk in the skin of privilege; the people who have the power. I really understood my White privilege when out on a hot summer day walking with my kids to the neighborhood park with an open beer in my hand. A squad car goes by and I wave; the cop waves back. I knew if my skin was two shades darker the cop would have stopped me. Another time I took my sick 3-year-old to the Tosa pediatric office and was walking home but didn't have my phone to call for a ride. I stopped at the service station and asked if the person there for a ride. He couldn't the shop but he gave me the service car to take myself home. This is a lovely neighborhood I thought, but then wondered if it was a lovely neighborhood for those with a different skin color?
- I haven't personally experienced this because of other people, just because I am shy. I don't put myself in places where I don't feel welcome. But I witnessed it as integrated schools are happening. Kids and parents should be welcomed; have equal treatment. How can we create a better culture for parents and children?
- I haven't personally experienced it either but I've witnessed profiling by squad cars on North Avenue. Odds are that the driver of the car is Black; not that they were driving any differently than I do. We need to demand equal application of the law. If I'd been driving

the car I'd probably get a warning. If I had been walking the streets with an open beer I'd probably get a warning. Everyone should get the same treatment.

- Personally, I haven't felt not welcome but I am keenly aware that 60th Street is the border for Black Milwaukee and White Tosa. The first person of color moved into my neighborhood last year. I've heard many comments about 'those people,' especially at Hoyt Park pool when it was a County pool... like 'what are those people doing here?' And, they won't take their kids there because of 'those people.' The pool was redone and now it is exclusive; people can't afford to come to Hoyt Pool now. We need a Free day there, like the Zoo and the Museum. And then the "driving while Black" issue. I'd guess that 95% of the people pulled over are Black. And then when the shooting happened two weeks ago and we said we can't say anything—had to wait for legal statement and didn't say a humane thing. it reinforced what I hear about Tosa.
- I haven't had any experiences or observed or didn't notice.
- (I am Mong) I moved here from the Washington D.C. area. I was at a nearby fast food eatery and ordered food the cashier said you speak English very well. I was born in the U.S. I am unsure what "well" means.
- After a line dancing class this past Fall. A woman told everyone that she dressed up like Aunt Jemima for Halloween. I did not confront her because I was in a state of shock.
- I was a substitute teacher in the area and I worked with a principal who was not responsive to anything I suggested or did.
- I have witnessed people of color being given the 3rd degree in stores when writing a personal check while I have been allowed to without ID.
- At our black history program in February of this year, a Euro American male started a racist diatribe after finding out what the program was celebrating. I was shocked.
- While I was teaching I noticed our principal make a colleague feel uncomfortable and unpleasant.
- I noticed that all the elementary schools are named after U.S. presidents who have had questionable racial pasts.
- My husband whom is African American picked me up from my employment and I was not brought back as a sub-contractor after that day. I am very cognizant about police and communal relations.
- When I was having trouble with my eyes and was unable to drive I had to use Public Transportation and I didn't like people not speaking and not acknowledging that each were there and present. Instead they had their headphones on and just not paying attention. I was very uncomfortable.
- A few years ago when things were still really Caucasian my adopted son who is multi - cultural and we were riding on the trail and I noticed people looking at him as though he didn't belong here and where were his parents. I felt unwelcome for my son.
- I am an introvert so large groups are difficult for me but I am glad that I am here. I live in an isolated neighborhood with many empty nesters so I get concerned about my two boys playing in the streets and having lots of fun.
- While a resident I felt unwelcome as a Jewish person who had to go out of my neighborhood and town to go to synagogue.

- In my first months at my house I was broken into. I realized it when I couldn't find my old junky phone. I called the police. The cop asked is there anyone in this neighborhood who you think would've done this. A family had move in down the block. There were two adopted African-American boys. The mom had an issue with alcoholism. I told the boys, "If you ever need help with a fundraiser hit me up." I didn't want to have to say it [that I suspected the African-American boys who had recently moved in down the block had broken into my home]. It turned out to be the [African-American] kids down the street [who had broken into my house].
- My neighbor said houses on my street often flood. I live in a part of Tosa with small houses and yards. I guess that when Tosa was founded and being created our neighborhood was where the [physical] workers lived. There are no big houses or big yards in my neighborhood. A few blocks over from where I live the trees [curbside] get taken care of more often and better on the street than on my block. That neighborhood has huge homes and big yards. It's obvious that those homes are far more costly than the homes where I live. Yet, I still reside in Tosa. That does not feel very welcoming to me.
- Tosa is made up of neighborhood associations. Mine is not real active, but my friend's is. That association is very active and they have a lot going on. Neighborhood associations are run by people. Getting all neighborhood associations to work and get to be more active as far as activities go is what will make the association process more welcoming for me.
- Our neighborhood association does a lot of things. We had a knitting group. We met at a neighbor's house. A neighbor had driven there, and soon after arriving she realized that she forgot something and was going to drive home to get it. She lived close by and could have easily walked there, but, she explained, that she didn't want to walk past the 76th at North avenue bus stop because 'it's dangerous.' I am bi-racial. For four years I stood on the 76th at North bus stop because I continued to go to school in Milwaukee through the Open enrollment program [This person appears White, and explained that she had to change her racial identity on school records to become a part of the open enrolment program. She moved to Wauwatosa during her high school years]. I stood on that bus stop every day to go to school. I was one of those people she was talking about who she feared. I never considered it [standing on that bus stop] to be dangerous.
- I worked at Children's Outing Association [COA] for many years. I rode the bus to 20th at Keefe or from downtown to my house. I moved out here [from Milwaukee to Wauwatosa]. When I'm out walking the dog I tell people [neighbors] I can't talk. I gotta walk the dog and go to work. I gotta get to the bus stop on time so I won't be late. They ask me incredulously, "You take the bus?" Many people who say these things are quite elderly. It's very uncomfortable for me to say.
- Sometimes I don't know if I am being mistreated because of my [skin] color or because the person is rude. When I was younger I felt I had to prove myself. Now, I don't care. Sometimes I wear my wedding and other rings, but there are times they don't fit so I don't wear my ring on days when it doesn't fit my finger. When I talk about my kids people's reaction is to look at my fingers. They assume I am a Black single mother if I am not wearing my ring that day. I engage in the schools regarding my kids. Staff members often

treat me as if they want me to go away, but I will not. As long as my children are there I will also be there to support them. I wish people were treated well because I am human.

- Eight or nine years ago – on 68th and Wisconsin is the bus stop. There was a shooting at that corner. The assailants boarded the bus. The police responded. My daughter was not even a year old. I was home with her that day. Within a matter of minutes after calling 911 approximately 15 police officers had stopped the bus in front of my house. I saw through my blinds that a cop took the suspect away. That was an unwelcoming experience.
- The shooting of Jay Anderson put a hole in my spirit. It brought Tosa together for a minute, and it made me feel better to see us come together. However, if any Black walks down the street the police are called. I am a painter by trade and I am watched by retailers when I enter their stores because of my clothes. I have a friend whose daughter was a babysitter who had to go to work because the parent was running late coming home from work. I asked her mom if it was OK for me to assist her daughter so she would not be late for work. The mother said yes, and the funny thing about it is we all knew each other and the mother came home and saw me in the clothes that I was wearing – my work clothes and she asked me where was the babysitter and I explained to her that she was going to be late for her other job and I asked her mother to see if it was OK for her to leave and I would watch your children until you got home. A very dangerous thing to do. I was cussed out. I was belittled. She talked to me as if she didn't know me, and I gather it was because of the way I was dressed. I've seen her in the community and we had great conversations when I was dressed in what she thought was appropriate attire – not in my work clothes. She was very alarmed that I was sitting in her house.
- The shooting of Jay Anderson in the park. We go to the park with the family every month for a balloon release helping the family celebrate Jay's life and the support of the family. Those of us whose hearts were saddened who understood but really didn't understand the loss of a loved one embraced and supported the family.
- The bad experience that I have had in my community was with my dog. I always kept my dog on a leash, and one day I put my dog on a leash in the front of the house, and it was not 15 minutes later that there was a complaint about a house with a dog sitting in front of the house. The police came and told me that I had to put my dog in the back in the dog house. The police asked me where is the house for the dog, and I said to him this [my house] IS his house. So my husband and I went out and purchased a dog house. Again, the police came and said there was another complaint about a dog. I said that I did everything according to ordinances the last time the last officer came. Then, there was a car that pulled up in front of my house just sitting there, and my neighbor, who knew the person sitting in the car walked toward the car and the car pulled off. My neighbor walked toward me and said, "There is your problem. She rides through the community looking for things to call the police and complain about."
- Trying to find those places that I fear what separates me because of politics. In this community you are either liberal or very, very, very conservative, and there are times when these two groups clash. The one group said they have problems with Blacks, and the other group says you need to be more open minded and grow.

- My one fear is public spaces and my most feared place is that little triangular bus stop that protects no one. It's very dangerous. I see groups of kids who stand there and play. I see it also can be a danger for passing cars. I also notice when there are Blacks standing there they are standing there alone. There are no diverse people. They seem to segregate themselves, and I feel like that space is a very dangerous place.
- I was walking my dog and a police pulled up and said that I was making too much noise with my dog, and I apologized to police, but I was trying to figure out what noise I was making. I wish my neighbors in my community would talk to me first before calling the authorities. That is very hurtful to me when I feel like and know that I am part of this community.
- Growing up in Milwaukee, Tosa had become my utopia. I was standing on the corner of 76th and North Avenue at the bus stop headed east and there was a Black man on the opposite corner headed west and a truck pulled up loaded with White men yelling all kind of negatives and obscenities at the young man. He politely stuck his earphones back in his ears, and that made me think am I in the right block. It happened to me in my face with a racial slur. Tosa is nowhere near what I think it really is. Silence equals death.

**Connected Conversation** - *Where have you noticed the community change the most in the past few years and what's your reaction to those changes? What values drive you to care about this community? What motivated you and what holds you back from taking action?*

- I just want to clarify that I am only upset with the individual who acted so rudely to my daughter, not my whole community
- I realize that as a new person in Tosa we have not put out all the yard signs that are in our garage. I realize we are being cautious so as not to offend our new neighbors!
- I have no problem with people putting out signs unless they are ugly sentiments. I know what is in my heart when I put out a sign. I want to convince another of my viewpoint. I think you can be yourself proudly. I see Black Lives Matter signs in the North and east of Tosa. Over at Center Street Park because it is close to a neighborhood with a more diverse population across Lisbon there are many Black people who come there to use the park. I have talked with them and know they don't feel comfortable at Center Park as I don't feel comfortable across Lisbon.
- I see signs in many neighborhoods. Those messages are important.
- There is much work to be done to find the ideal type of diversity. There are different places and need work to all come together.
- I find the families I know to be open-minded. There are differences in white families of different socio-economic levels.
- Kids don't mind who they are with they just like playing and having fun with anyone. It is parents who make it a problem.
- Driving while Black is a problem here in Tosa. Just driving down the street to church I see so many cars with black drivers pulled over. The older generation has passed on much that

needs to change. I remember when I was about 4 years old I was standing up on the front seat of the car with the window down as we went down a street. All of a sudden my Mom forcefully said: "Look straight ahead!" We were passing a Black person.

- Courage
- Making things better
- "Baby Steps" to real change
- Increasing inclusion
- Increasing awareness
- Networking (Like this event)
- Being open and receptive
- Implied "Bias" and ways to overcome it
- Doing "Self Work"
- I was a Montreal coach at West and the African American students would tell me that they didn't want us in their activities. I didn't see that. I wanted to know what they were talking about, so I attended a different activity and they were wondering what I was doing there. That's when a person I had worked with for many years stated, "what are they complaining about now?" I was shocked because I had known this person for many years.
- It's hard to know when people are real or not.
- Tosa can be welcoming and racist, and you don't know what's real.
- Not looking at things for others perspective and not asking questions, you don't know other's experiences. I feel people say things out of ignorance and just not knowing other people. My 12-year-old came home from the mall with his dad and sister and told me PGR is a joke mom. He stated his sister and him were far behind their dad and entered the mall after him, but were never stopped. I had to explain to him that it is selectively enforced and tell him about white privilege. I teach my kids about being socially aware.
- It's an assumption of not being welcomed. Parents have to teach their kids to be aware, so they don't get shot.
- I asked my son's African American friend if he feels safe in Tosa. I was pleased that he had never been stopped and happy he felt safe, and safe to be in Tosa at night.
- How do you address the dark web? I have no energy to do that and not enough weight, because I am not white. My words would not be as clear as if I was another white person addressing them.
- I feel our job as white people is to stand up to fellow white people when they are wrong.
- I feel that whites have to call other whites out.
- The school equity advocate; Roosevelt school is awesome. The playground Moms; we handed out coffee to parents-actually went up to the car and offered it. The book club; we read and challenge ourselves. Nobody wants to have this conversation but we're trying. We're taking steps.
- I noticed more conversations. I've seen increased polarization and increased dialogue.
- The schools are leading this; they're getting out in front. Today the kids of color are residents. 30 years ago, they were Milwaukee kids who were here under Chapter 220. The schools are amazing and ahead of us. I see more mix of kids and our neighborhood is getting younger and more diverse.

- People still assume kids of color are being bussed in; especially older people. This carries a stigma.
- We have to make sure people of color feel welcome. Equality is not enough. We have to go beyond acting like 'welcome to our community and now be like us.'
- The crime conversation. Social media makes it seem like crime is up, but it isn't. Yes, we need to know our neighbors and have the neighborhood watch but have to ask 'why are you suspicious of those people?' ---those people—we can't use this code-based language. Now that Pius XI will be starting Kingdom school it will be 99% Black students attending. We need to make sure we are welcoming. That we go beyond bus-in to school and then leave.
- Family. I like to walk around the neighborhood with kids and see families with their kids.
- The Ex Fabula story about the two friends in the two neighborhoods exemplifies the Tosa value of family.
- My kids mirror my behavior. I need to show leadership so they can learn in a diverse environment because it's the best way to raise kids.
- Actively work for diversity.
- But can't be for diversity for diversity-sake alone. We have to keep learning; we don't know what we don't know. Like when I learned about red-lining and restrictive covenants that are still on the books in some Tosa neighborhoods, even if they aren't enforceable anymore.
- What hold me back is not knowing where to start. There are so many layers.
- We need to find the first thing, and then do it.
- Start with the most genuine connection, like the playground moms did with the coffee.
- Trying to do everything leads to inertia. There is no 100% engaging in these things. Just do what you can do.
- Ex Fabula story about the cold welcome and the warm good bye. Change the cold welcome to a warm welcome.
- When you hear your kids say something, challenge where the people they heard it from.
- I never noticed that the schools were named after presidents that had racist pasts. We need to address this matter.
- Because I am from Argentina and I have an accent I was told by someone I don't look like I speak Spanish.
- I am glad that I came to a new school setting. Our superintendent is working to be more inclusive.
- As the only white person on the city bus I noticed a man who had an arthritic knee. We began to talk and I was able to tell him of my experiences with my arthritic knee.
- This is a good start to something that can be potentially impactful.
- I hope our community continues to strive to be more inclusive.
- I have seen many positive changes to North Ave. becoming more vibrant and I think it's a good thing.
- I like the 69th Street "Pocket Park" and the improvement of the pavement on the streets.
- I've noticed the affordable housing that is being built and being challenged by some as changing the character of Wauwatosa. I personally think this is a good thing happening for the Tosa area.



- I've noticed there's more traffic on the streets that used to be easier to cross before. I've noticed the new shops, stores and restaurants out by me which has brought a need for more traffic lights.
- I see a lot more possibilities that should be considered such as Skate Boarding Park for children.
- I see some of the new businesses and shops as very upscale and wonder can the people who work there shop there at all. I feel it has a targeted customer in mind rather than working class people.
- I like that there is a collection of cheap shops included.
- I was happy to hear and notice the superintendent of Tosa Schools talk positively and opening about the increasing diversity in the district not because of special programming but because of residency.
- What drives me is the common need of having shared public spaces that are safe and comfortable for each of us to share and participate with our families and neighbors.
- I am driven by the excitement going on in Wauwatosa with people coming from all around to share in events and activities.
- My values drive me to want everyone treating each other with respect and dignity. (No dignity is painful to me) there's lots of work to be done to see what that actually looks like.
- I have no motivation because I don't think anything is going to change any time soon. I am thinking of moving back to Milwaukee for socialization, growth and inclusivity.
- I am motivated because I want a community that cares about communication and race. I want teachers talking to our children about race realistically and would love to not have to keep having conversations about race as such a big and delicate issue.
- I am very passionate about Wauwatosa a city that borders on Milwaukee, passionate about Wauwatosa being different positively regarding race, religion and diversity.
- When I moved here [to Tosa] there was a lot more attitude of not taking the bus [from neighbors]. I feel now that there's a lot more openness. People are coming here [moving into tosa] from other cities now. When I first came here there was talk of people having chickens. A lot of people were against it. I pushed back that I felt like the same attitude of riding the bus was coming forth from objectors.
- I took the bus to the east side and back home yesterday. I saw no hide nor hair of a White person. People on bus stops are nice. Just get to know them.
- A lot of high-rises being built brings a concern of transiency. A lot of nasty things are being said about apartment dwellers coming into our community.
- Chickens.
- I've always lived in this kind of community. [In different states] I've always taken the bus. I prefer a walkable community. I don't have to drive to the library and other places. I became radicalized and connected after the murder in the park by police.
- Good schools. Well-kept homes. The community.
- People would talk about the core. They don't know the reality [of the area of the city they call the core.] They only know what is in their heads [which is a false impression of neighborhoods in the city of Milwaukee].
- You get to know people. Deer may walk up my street! This morning there were two ducks!

- A sense of helplessness. I found people who care and I've gotten more active.
- I think we're here taking action [at the listening circle event]. There are so many other important things that have to be done.
- What if we started to ride the bus more to get outside of our comfort zone? How would we take that action?
- They make it easy for us. Summerfest. Irish Fest, Festa Italiana [he named other local festivals]. Who the hell wants to drive down there when we could just ride the bus???? I think a person waits longer to find a parking spot [when they drive their car to Milwaukee area festivals].
- Feeling ashamed. I don't know what I can do or how to undo the things or the damage that is being done in Tosa. I felt threatened. Why wouldn't I speak up? I am afraid of my home being violated on my block. I was afraid.
- My cousin, not really having an understanding of the statement that I made to her which was, "You have a problem with Blacks and Hispanics," my cousin replied, 'How could you say that to me when you've never walked in their shoes? So how can you feel or say I don't understand when the truth really is that you don't understand either?'
- I believe you can influence your friends, or be influenced. Being conservative, dealing with the liberals we can beat ourselves up too much and end up with pity parties or self-pity.

#### **Final Word/ Pledge:**

- Beginning
- Comfortable
- Warmth
- Refreshing
- Connected
- Reflective
- Awareness of others and our own feeling from our background. Being unaware can hinder.
- Listening
- Connect
- Be involved
- Connect and speak to everyone
- Bring white privilege to driving while Black in Tosa, so it stops.
- Point out subtle concerns. Find a non-constructive way to bring attention to it.
- To be more inclusive.
- Be more welcoming
- I need to be more corrective
- We have problems this just touched the surface.
- There is nothing wrong with being nice.
- We need to do this again and reach out to others who did not attend.
- Frustrated (I see no change)
- Grateful
- Changes (coming)

- Hopeful
- Tangled (it's complicated: It's hard to hear change when people don't see it happening fast enough)
- Wrestling ( I'm struggling to choose the life I want to live)
- [To give] A warm welcoming hello and smile [when encountering people when I am out and about in the community/my neighborhood].
- Having a starting point
- Motivation
- Deep connection
- The world is us
- More stories
- Having a sense of belonging
- Getting more people involved