



City of Madison

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

Meeting Minutes - Draft EQUAL OPPORTUNITIES COMMISSION

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

Thursday, October 9, 2025

5:00 PM

Virtual Meeting

The City of Madison is holding the Equal Opportunities Commission meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

Written Comments: You can send comments on agenda items to the eoc@cityofmadison.com.

Register for Public Comment:

- Register to speak at the meeting
- Register to answer questions
- Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

Watch the Meeting: If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

Listen by Phone: (877) 853-5257 (Toll Free) Webinar ID: 819 9169 2452

Call to Order/Roll Call

The meeting was called to order at 5:09 pm, Commissioner Ramey presiding.

Present: 8 - Sean O'Brien; Barbara Harrington-McKinney; Sheray L. Wallace; Melanie G. Ramey; Deana Wright; Linda J. Ketcham; Robert Klebba and Zach A. Madden

Absent: 1 - Araceli Esparza

Public Comment

1. [90047](#) Public Comments (October 9, 2025)

There were no public comments.

Approval of Minutes

Motion to move the approval of minutes by Commissioner Madden, seconded by Commissioner Klebba. Motion passed by voice vote.

Disclosures and Recusals

There were no disclosures or recusals.

New Business

2. [89696](#) Emergent Immigration, Deportation and Housing Issues

Brenda Konkel, Madison Street Medicine, discussed access to shelters for those who are unhoused. There is no legal place to sleep if you are unhoused, they will get a ticket. Not having an address is an issue. 13% of people who are in jail are homeless.
3. [90281](#) Robert's Rules and the Open Meetings Law Discussion

Assistant City Attorney, Patricia Lauten, held discussions regarding two presentations - Robert's Rules and the Open Meetings law.

Subcommittee meeting are to be noticed. In most instances, the majority is 50% +1; if there is a financial appropriation, a 2/3 vote is required.

There should be a motion for each agenda item.
4. [86102](#) Community Listening Session

A motion to discuss the Community Listening Session was made by Commissioner Ketcham and seconded by Commissioner Wallace. The motion carried.

The new date and location is Monday, October 27th at the Goodman South Madison Public Library from 6 to 7:30 pm. The new name is Community Information Session. The topic is Workplace Discrimination. The focus is to provide resource information of where the public can get assistance.

Discussion Items

5. [85693](#) EOC Work Plan

A motion to discuss the EOC Work Plan was made by Commissioner Ketcham and seconded by Commissioner O'Brien. The motion carried.

The initial retreat planning is postponed until there is new staff (EOD Manager) and Commissioners.
6. [87443](#) Non-Discrimination Clause - Klebba

A motion was made to discuss the Non-Discrimination Clause by Commissioner Klebba and was seconded by Commissioner O'Brien. The motion carried.

There was nothing to report. Commissioner Klebba spoke with the Affirmative Action Chair however no feedback has been received on the disparity between the AA and EOC protected classes.

7. [88445](#)

EOC 2025 Vacancies

A motion to discuss EOC 2025 Vacancies was made by Commissioner Klebba and seconded by Commissioner O'Brien. The motion carried.

There appeared to be no plan for recruiting Commissioners, the EOC Commissioners should do so for our plan. Commissioner Klebba has been working with connections in the faith-based community. Commissioner O'Brien spoke with the Mayor's Office. Commissioners were asked to share the application with their network.

Commissioner Esparza was absent but provided an initial draft.

8. [83906](#)

Future Topics

A motion was made to discuss the future topics by Commissioner Ketcham and was seconded by Commissioner O'Brien. The motion carried.

Staff asked whether the Appeals Committee wanted to have the meeting earlier than November 20th. No motion was made.

Reports

9. [77682](#)

Alder Report to the EOC

Commissioner O'Brien made a motion to hear the Alder Report seconded by Commissioner Klebba, The motion carried.

There was not a report however Commissioner O'Brien had a discussion with the Mayor's Office for EOC Commissioner recruitment.

10. [57765](#)

EOD Manager Report:

Technology updates, HUD Project updates, Training and Outreach, Special Projects, Employment/Housing/Public Accommodations Updates

An EOD Manager report was not provided.

Adjournment

A motion to adjourn was made by Commissioner Ketcham and seconded by Commissioner Klebba. The motion carried. The meeting adjourned at 7:16 pm.