



City of Madison
Meeting Minutes - Final
EQUAL OPPORTUNITIES
COMMISSION

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

Monday, May 16, 2005

5:00 PM

215 MLKJ BLVD RM LL-120 (MMB)

1. Call to Order

The meeting was called to order at 5:08 p.m., President Ramona Natera presiding.

2. Roll Call

Present: Nia Enemuoh-Trammell, Henry C. Boyd III, Ramona L. Natera, Teresa Tellez-Giron, Bert Zipperer, Daniel L. Ross, Carousel Andrea S. Bayrd and Ann M. Smith

Absent: Kabzuag K. Vaj

Excused: Megin L. McDonell, Michael W. T. Howe and Steven H. Morrison

3. Approval of April 14 Minutes

A motion was made by Zipperer, seconded by Smith, to Approve the Minutes
The motion passed.

4. President's Report--Presented for information only, no action required

Natera reported that she has spoken to a number of community representatives who have expressed interest in membership on the Commission. She has provided them with membership applications.

The Commission has one aldermanic vacancy. Natera has made phone calls to find a replacement willing to serve on the Commission.

A number of Commissioners' terms expired in April. Enemuoh-Trammell hopes to be reappointed. Vaj is uncertain if she wishes to be reappointed. Commissioners Boyd, Smith and Zipperer have expressed interest in reappointment. However, Boyd stated that now that he has graduated from the UW Law School it looks likely that he will be leaving Madison.

Natera, along with EOC staff, also met with Commissioner Tellez-Giron to provide an overview of the responsibilities of a Commissioner.

5. Interim Director's Report--Presented for information only, no action required

a. Update on EEOC Contract: Ford reported that the Board of Estimates has approved the agency's resolution authorizing its 2005 EEOC contract. The Common Council will consider the resolution on May 17.

Ford will attend the annual EEOC training conference in Atlanta during June.

Ford responded to a question from Zipperer about the proposed restructuring of EEOC district and field offices. Under a current proposal, the Milwaukee office would become a field office. Ford expects to receive more information on the status of this proposal in Atlanta.

b. Update on Education and Outreach: Staff is working diligently to distribute boxes of EOC brochures and other information to all neighborhoods in the City. Boxes have been distributed to Harambee, Allied, East Madison, churches, food banks, and the Salvation Army.

c. Update on Staff Activities: Annie Weatherby attend the EEOC Youth at Work program in Milwaukee last Saturday. The Madison EOC may partner with EEOC for a half day program in Madison.

d. Status of King Humanitarian Award Ordinance Amendment: The EOC was mistakenly listed as the lead referral agency on the ordinance amendment on the King Humanitarian Award. Ragland is working with Ald. Benson to get this corrected. The King Humanitarian Committee still needs to act on the proposal.

6. Announcements of Upcoming Community Events

Tellez-Giron asked how to get involved in community events and how to make the agency aware of events that we should be involved in. Commissioners were encouraged to volunteer at community festivals over the summer. The list of festivals will be sent to Commissioners again. If Commissioners are aware of events that the EOC should participate in, please contact Ariel Ford, Interim Director, or Annie Weatherby, Education and Outreach Coordinator.

Zipperer announced that the Annual Title VII and Johnson O'Malley Student Recognition Pow Wow will be held at LaFollette High School from 1:00 until 5:00 p.m. on June 11. The public is welcome to attend and participate.

7. Statements from the Public

No statements were received.

8. Committee Reports

a. EOC Executive Committee

The Committee held meetings on May 2 and 10. At the May 2 meeting, the Committee reviewed plans for the May 10 public hearing and planned the agenda for tonight's meeting. Results of action at the May 10 meeting will be presented under item 9(a).

b. EOC Employment Committee

No report was provided.

9. Unfinished Business

a. Proposed Reorganization of Affirmative Action and EOC

01037 Report recommendations of the Department of Civil Rights Ad Hoc Committee.

1. *To oppose the creation of the consolidated Department of Civil Rights as recommended by the Mayor. (Aye: Enemuoh-Trammell, Boyd, Natera, Zipperer, Ross, Bayrd and Smith; No: Tellez-Giron)*
2. *To approve the allocation of additional funds as contained in the 2005 budget for the proposed DCR with said funds being allocated as indicated:*
 - a. *\$30,000 to the EOC Department for fair housing testing which is proactive, comprehensive and on-going; and*
 - b. *\$20,000 to the Affirmative Action Department for language assistance services which directly benefit residents of Madison in their interactions with the City. (Aye: Enemuoh-Trammell, Boyd, Natera, Zipperer, Ross and Smith; No: none; Abstain: Tellez-Giron and Bayrd)*
3. *To oppose funding for an additional Recruiter position. (Aye: Enemuoh-Trammell, Boyd, Natera, Zipperer, Ross, Bayrd and Smith; No: Tellez-Giron)*
4. *To restore full funding for service delivery and supervisory staff positions which existed prior to this proposal:*
 - a. *Front-line working supervisor positions in both the Affirmative Action Department and the EOC Department, specifically the Contract Compliance Officer in AAD and the Investigations Supervisor in EOC; and*
 - b. *Permanent Directors of the EOC and AAD. (Aye: Enemuoh-Trammell, Boyd, Natera, Zipperer, Ross, Bayrd and Smith; No: none; Abstain: Tellez-Giron)*
5. *Place the Directors of the EOC and AAD on the Mayor's Management Team. (Aye: Enemuoh-Trammell, Boyd, Natera, Tellez-Giron, Zipperer, Ross, Bayrd and Smith; No: none)*

A motion was made by Zipperer to Return to Lead with the Following Recommendation(s) to the Mayor's Office. The motion passed by acclamation.

On a motion from Zipperer/Enemuoh-Trammell the Commission voted to request an official City Attorney's opinion on what votes would be needed to approve and/or amend the report of the Ad Hoc DCR Committee. Motion passed.

b. Minimum Wage Ordinance--Update on State Legislation and Impact on Madison Ordinance

The agency is waiting to see what will happen at the State level with proposed increases in the State minimum wage and a preemption against local minimum wages. Until the preemption is enacted, the EOC will continue to receive and process complaints under the City's minimum wage ordinance.

c. Language Assistance Plan--Translators/Interpretors at City Meetings

Ford reported that she had seen a demonstration of translation equipment. She plans to seek a funding resolution using the agency's EEOC reserve fund. The cost of the equipment will be between \$5,000 and \$7,000. The equipment would allow the agency to have simultaneous translation of meetings in more than one language. The equipment would be made available for use by other City agencies. Other agencies may also contribute to the cost of the equipment. This system is compatible with the system used by the UW-Extension.

Tellez Giron asked the Commission to keep in mind that there is more to encouraging participation by non-English speakers. A plan will be needed. She encouraged the use of certified translators; to be sure training is available on how to use the equipment; to develop a list of interpreters; and to pursue other aspects of language assistance to translate written materials as well.

01274

A motion was made by Zipperer, seconded by Bayrd, to Approve the recommendation of the EOC Executive Committee that EOC and EOC Executive Committee agendas include language at the top in English, Spanish, Hmong and Russian on how to obtain a translator or materials in other languages or formats. The motion passed by acclamation.

10. New Business

a. Appointment of Committee to Select 2005 Rev. James C. Wright Human Rights Award Recipient

Commissioners Enemuoh-Trammell and Tellez-Giron volunteered to serve on the Committee to select the recipient of the 2005 Rev. James C. Wright Human Rights Award.

11. Executive Session

A motion was made by Boyd III, seconded by Bayrd, to Convene into Closed Session pursuant to Sec. 19.85(1)(c) State Statutes to discuss and act on Case No 20032069, Duff v. J.C. Penney on appeal from the Examiner's finding of no probable cause. The motion passed by the following vote:

Absent: Vaj

Excused: McDonell, Howe and Morrison

Aye: Enemuoh-Trammell, Boyd III, Natera, Tellez-Giron, Ross, Bayrd and Smith

Non Voting: Zipperer

01303

A motion was made by Zipperer, seconded by Enemuoh-Trammell, to Accept the finding of the Hearing Examiner with regard to the allegations of age, sex, national origin or ancestry and lawful source of income discrimination. To reverse the findings of the Examiner relative to color and remand to the Hearing Examiner for a hearing on the merits. The Commission interprets the allegation of color discrimination to include race because the complainant was pro se at the time she filed her complaint. The motion passed by the following vote:

Absent: Vaj

Excused: McDonell, Howe and Morrison

Aye: Enemuoh-Trammell, Boyd III, Natera, Tellez-Giron, Zipperer, Ross, Bayrd and Smith

12. Adjourn

A motion was made by Boyd III, seconded by Ross, to Adjourn at 6:45 p.m. The motion passed.