



City of Madison

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

Meeting Minutes - Approved 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, May 14, 2026

5:00 PM

The Atrium Community Room 2300 S. Park
St Madison, WI

The City of Madison is holding the Equal Opportunities Commission meeting in-person only.

Written Comments: You can send comments on agenda items to 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 attend the in-person meeting.

Interpretation and Accessibility

Call to Order/Roll Call

Interim Chair, Commissioner Klebba, called the meeting to order at 5:21 pm.

Present: 11 - Sean O'Brien; Barbara Harrington-McKinney; Sheray L. Wallace; Deana Wright; Michelle Garcia Smith; Linda J. Ketcham; David A. Albino; Diamond A. Black; Robert Klebba; Zach A. Madden and Evelyn Cruz

Excused: 1 - Evan T. Nordgren

Approval of Minutes

Commissioner Wallace moved the approval of the minutes, Commissioner Albino seconded. Three commissioners abstained. The motion carried.

Public Comment

[93068](#) Public Comments (May 14, 2026)

There were no public comments.

Disclosures and Recusals

There were no disclosures or recusals.

New Business

There was no new business.

Discussion Items

City Attorney Haas recommended to discontinue using 'Discussion Items' as a section heading.

[93074](#) State of DCR

Attachments: [Davis Presentation 2024 Sept10 UpStart.pdf](#)

Norman Davis, Director of the Department of Civil Rights, presented a presentation of the State of DCR.

[93075](#) EOC Meeting - Introductions and Ice Breaker

Commissioner Klebba facilitated the introductions of Commissioners, Alders and staff present.

[93076](#) Overview of Robert's Rules, Open Meetings and Public Records

Attachments: [Robert's Rules for BCCs 1.26.pdf](#)
[Robert's Rules tips for BCCs.pdf](#)
[OpenMeetings.PublicRecordsforBCCs2026.pdf](#)
[Legislative Process for BCCs 1.26.pdf](#)

City Attorney Haas conducted three presentations: Open Meetings and Public Records, Robert's Rules and the Legislative Process.

[93077](#) Roles and Responsibilities of the EOC per Ordinance Overview of EOD

Attachments: [Matson EOC Retreat 2026.pdf](#)

Bethany Matson, Equal Opportunities Division Manager, provided a presentation regarding the roles and responsibilities of the EOC per the ordinance and overview of EOD. .

[93078](#) Appeals Process

Attachments: [The Burden Shifting Approach 2.pdf](#)
[AppealsGuide-Final.pdf](#)

Clifford Blackwell, Hearing Examiner, described the burden shifting approach and the Appeals Process.

93079

2026-2027 Work Plan

Due to the restraints of time, the work plan was not discussed. Commissioner Madden made a motion to move the work plan to the beginning of the agenda for the next meeting in June meeting. Commissioner Black seconded.

Adjournment

Commissioner Wright made a motion to adjourn the meeting, Commissioner Harrington-McKinley seconded.

The meeting was adjourned at 8:00 pm.