

EOC Special Committees like the (EOC SubC), was created to assist the Commission in carrying out its mission where the Commission has determined that outside expertise or additional resources are needed.

### History

- 1966, The Equal Opportunities Commission formed the EOC Employment Committee **to study the employment needs of the City of Madison black residents.**
- The Committee's initial charge was to gather information and share it with the business community in order to gain its support and assistance in addressing them collectively.
- The Committee has continued to respond to that charge as well as address issues around fair employment.

### Mission – (Which later became in part DCR's Mission)

To assist the Madison Equal Opportunities Commission in fulfilling its mission of enabling all individuals to **live and work free of employment discrimination** by acting as an advisor on fair employment issues; and further developing and supporting the community's understanding of and **commitment to fair employment and the value of diversity in the workplace.**

### Last Projects/Initiatives

- Ban the Box
- Arrest and Conviction Record
- **EOC Employment Committee Last Strategic Plan 2010-11**

### Today:

- Waited 1.5 years for direction from the Mayor's office on projects
- Over the years has become more of a social gathering for lunch
- Recently participation has dropped from 15 to 3
- All employment discrimination issues are investigated by the Dept.
- All Community/Employer Training is done by the Dept.

# 2017 Dane County Job Center Training Schedule

1819 Aberg Avenue, Madison, WI  
First Fridays of every month from 10:00 A.M. to 11:30 A.M.

Date	Topic	Presenter
1/6/2017	Disability Rights & Services	Jason Glozier, DCR
2/3/2017	Doing Business with the City – Contracting & Certifications	Jaya Sharma, DCR
3/3/2017	Workplace Equity	Toriana Pettaway, DCR
4/7/2017	Genetic Identity	Annie Weatherby, DCR Greg Straub, ERD
5/5/2017	Social Media	Charlyn Cruz, DCR Matt White, ERD
6/2/2017	Harassment	Annie Weatherby, DCR Carmen Clark, ERD
7/7/2017	Unconscious Bias	Charlyn Cruz, DCR Matt White, ERD
8/4/2017	Job Skills Bank	Affirmative Action
9/1/2017	Gender Identity & Sexual Orientation	Alyssa Riphon, DCR Matt White, ERD
10/6/2017	Unemployment and Age	Annie Weatherby, DCR
11/3/2017	Arrest & Conviction Record	Alyssa Riphon, DCR Carmen Clark, ERD
12/1/2017	Fair Employment Practices	Annie Weatherby, DCR Greg Straub, ERD

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# Department of Civil Rights Equal Opportunities Division OUTREACH PROGRAM: “Certified Community Partners”

## PROBLEM

Specific populations in the City of Madison community are discriminated against consistently; however, complaints brought forth to the Equal Opportunities Division are not representative of the issues permeating throughout our community. Statistical analysis of our discrimination investigations show the following protections are under-utilized by the City of Madison community: Religion, Non-Religion, Sexual Orientation, Marital Status, Student, Political Beliefs, Physical Appearance, Less Than Honorable Discharge from the Military, Familial Status, Source of Income, National Origin/Ancestry, Social Security, Domestic Partners, Citizenship, Gender Identity, Genetic Identity, Victim of Domestic Abuse/Sexual Assault/Stalking, Credit History, and Homelessness. The inaccurate reflection of the investigations conducted by the Equal Opportunities Division and instances of discrimination occurring within the City of Madison community demonstrates a gap in enforcement the City of Madison has an ethical responsibility to solve.

## COMMUNITY OUTREACH

In order to provide proper service to the community and ensure correct enforcement of the Equal Opportunities Ordinance, the Equal Opportunities Division must determine barriers to reporting discriminatory experiences to the Department of Civil Rights. One barrier the Equal Opportunities Division has identified in the lack of reporting by certain communities in Madison includes the issue of trust.

Individuals who experience discrimination often disclose/report the incidents to people and advocacy agencies they find trustworthy. As a government agency, it is difficult to build trust throughout all identities within the City of Madison community. In an effort to close the gap, the Equal Opportunities Division would like to propose the “Certified Community Partners” program for the purpose of training community partners and advocacy groups (e.g., the trusted sources) surrounding Equal Opportunities Division complaint process and procedure to ensure their clientele have the opportunity to report discrimination to government agencies through their trusted sources.

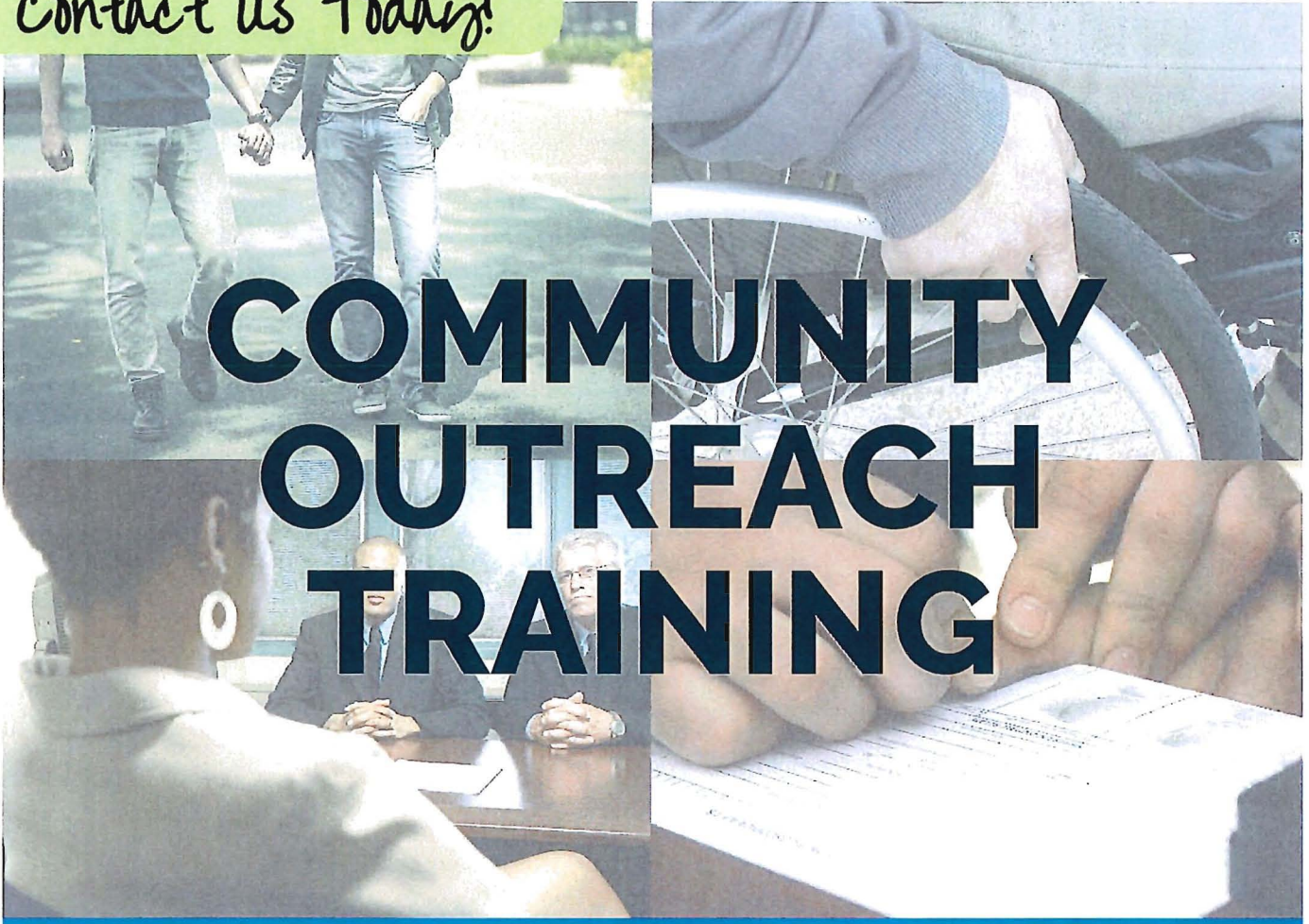
## OBJECTIVES

- ❖ Train trusted community members to offer their clientele the opportunity to exercise their rights
- ❖ Build relationships with community organizations
- ❖ Increase awareness surrounding extensive rights protected by the City of Madison

## BENEFITS

- ❖ “Closing the gap” between discrimination occurring in the City of Madison and enforcement
- ❖ Breakdown silos with community organizations and build professional relationships with agencies
- ❖ Equal Opportunities Division “Community Partner” 2-year certification for the trained agency
- ❖ Additional support resource for community organizations to provide to their clientele

Contact us Today!



# COMMUNITY OUTREACH TRAINING

1. Anyone can request training from the Department of Civil Rights annually.
2. Your first training conducted by DCR for the year will be compensated by DCR.
3. Any/all subsequent or additional training request by the same organization within the same year, will be at the cost of the requesting organization.
4. Fee Structure will be as follows:
  - a. \$35 P/p for Corporate/Business (50 employees or more)
  - b. \$25 P/p for Non-Profits/Small Business (49 employees or less)
  - c. Each training class attendance will be captured by a sign-in sheet. That is the number that will be used to generate the invoice.
5. Classes will be billable by invoice from the City paid as a Net 15. Invoice will either be mailed or emailed to the designated person by the organization requesting the training.

#### DCR Training Offered for the Top 10 Most-Filed Complaints:

1. Race
2. Retaliation
3. Color
4. Disability Rights & Services
5. Sex
6. Conviction record
7. Age
8. National origin/ancestry
9. Arrest record
10. Sexual Orientation/  
Gender Identity

#### Other Trainings Offered:

- » Retaliation
- » Fair Employment Practices
- » Unemployment
- » Protected Classes in Madison
- » Social Media
- » Workplace Equity
- » Unconscious Biases
- » Gender Identity
- » Harassment
- » Doing Business with the City/  
Contracting and Certifications
- » Job Skills Bank

