



## Department of Civil Rights

Larry Studesville, Interim Director  
Ariel Hicklin Ford, Division Manager

**Equal Opportunities Division**  
210 Martin Luther King, Jr. Boulevard, Room 523  
Madison, Wisconsin 53703  
PH 608 266 4910  
FAX 608 266 6514  
TTY/Textnet 866 704 2314  
[www.cityofmadison.com/dcr](http://www.cityofmadison.com/dcr)

### EOC Committee Membership Application

Individuals interested in becoming a member of a Committee of the Madison Equal Opportunities Commission are required to complete this application, attach their resume and submit the form to the Commission for its consideration.

Rule 1.5 of the Commission requires that committee membership "be representative of advocacy groups, residents, protected classes as contained in the [Equal Opportunities] Ordinance, private sector representatives and social service agencies as may have concern with the subject matter of the committee, and shall be committed to the principle of equal opportunities."

Section 3.27 Madison General Ordinance requires that EOC Employment Committee members be a city residents or a representative of company located within the City of Madison.

This application has been formulated to assure diversity on the MEOC's committees as well as to determine that applicants meet eligibility requirements.

Please fill in the application and forward it to:

Annie Weatherby-Flowers, Education/Outreach Coordinator  
Madison Equal Opportunities Commission  
210 Martin Luther King, Jr. Blvd., Room 523  
Madison, WI 53703

Date 1/8/09 Madison Ald. Dist. \_\_\_\_\_ Ward \_\_\_\_\_

Name Dawn Ripp

Home Address 503 Lexington Dr  
Waunakee, WI 53597

Employer TDS Telecom

Job Title Associate Mgr - Talent Selection & Retention

Address 525 Junction Rd  
Madison, WI 53717

Home Phone No. 608-844-850-4649 Office Phone No. 608-664-4272

Fax No. 608-664-4219 Internet address dawn.ripp@tdstelecom.com

Application for membership on

EOC Employment Committee

1. Why are you interested in serving on this Committee?

To help TDS get into the community and help in the diversity area.

2. The Rules of the EOC require that committee members have a demonstrated commitment to equal opportunities. Do you believe that you can advocate for equal protection under to ordinance for all persons without regard to sex, race, religion, color, national origin or ancestry, source of income, arrest or conviction record, less than honorable discharge from the military, physical appearance, sexual orientation, political beliefs or the fact that an individual is a student?

yes

no

3. What work experience or other experience with civic involvement (such as neighborhood associations) do you have which will be beneficial in carrying out the responsibilities of this position?

I'm a member of SHRM.

4. In addition to attending committee meetings, how much additional time can you commit to work on special projects of the committee if you are appointed?

A few hours a month.

5. Please list any addition information about yourself that you believe is relevant to the Commission's consideration of your appointment to an MEOC committee. Include any education or special training you have that you feel particularly fits you for an appointment to this position.

I'm responsible for all Affirmative Action processes at TDS. I am looking for more opportunities to learn more + help the community.

6. Please list any other activities or organizations in which you are involved that you believe are relevant to this appointment.

7. Equal Opportunity/Affirmative Action Data

In order to assure representation of all protected classes on MEOC committees, please indicate the protected classes of which you are a member:

Race (Please specify)

- African American
- Asian
- Hispanic
- White
- Other \_\_\_\_\_

Sex (Please specify)

- Female
- Male

Age

- 18-54
- 55+
- 

Handicap (Please specify nature of disability: \_\_\_\_\_)

Arrest or conviction record

Less than Honorable Discharge from the Military

Marital Status (Please specify)

Single

Married

Divorced

Widowed

National origin or ancestry \_\_\_\_\_

Physical appearance \_\_\_\_\_

Religion \_\_\_\_\_

Political Beliefs \_\_\_\_\_

Sexual Orientation

Source of Income

Student

8. If you are not actually a member of a protected class, but feel that you can represent that group because of your employment or community activities, please provide specifics.

9. If you are disabled and require an accommodation to allow your full participation on the Committee, please describe the accommodation needed.

10. Please list any additional City committees you might be interested in serving on:  
(List no more than three - please be specific) *Committee Code (Office Use Only)*

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

11. Current Committee Service (Please list any *City of Madison* boards, committees or commissions on which you are currently serving - include ad hoc or subcommittee activities.):

*Committee Code - Position (Office Use Only)*

*Term Expires:* \_\_\_\_\_  
*Term Expires:* \_\_\_\_\_  
*Term Expires:* \_\_\_\_\_

Are you a City of Madison resident?

Yes  No

Are you a registered voter?

Yes  No

Do you hold an elective or appointed public position or office?

Yes  No

If yes, what position or office? \_\_\_\_\_

Signature of Applicant \_\_\_\_\_





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### EOC Employment Committee Application Supplement Committee Member Characteristics

The EOC Employment Committee asks that you respond to a few additional questions. Your response will allow us to better utilize the skills, knowledge and background of our committee members in the work that we do with the goal of greater effectiveness and higher quality.

Have you ever served on a subcommittee of the EOC Employment Committee?

No

Yes (please list: \_\_\_\_\_)

*Community Involvement*

Occupation/Background (please check all that apply currently or in the past)

- |   |   |
|---|---|
| <input type="checkbox"/> Manufacturing                        | <input type="checkbox"/> Banking/Accounting             |
| <input type="checkbox"/> Retiree                              | <input type="checkbox"/> Engineering                    |
| <input type="checkbox"/> For Profit Company (Human Resources) | <input type="checkbox"/> Insurance                      |
| <input type="checkbox"/> For Profit Company (Management)      | <input type="checkbox"/> Health Care                    |
| <input type="checkbox"/> Employee Placement/Counseling        | <input type="checkbox"/> Government                     |
| <input type="checkbox"/> Small Business Owner                 | <input type="checkbox"/> Law                            |
| <input type="checkbox"/> Sales                                | <input checked="" type="checkbox"/> Utility Company     |
| <input type="checkbox"/> Education                            | <input type="checkbox"/> Publishing/Media               |
| <input type="checkbox"/> Non-Profit/Social Services           | <input type="checkbox"/> Other (please indicate: _____) |

Skills/Knowledge/Interest Areas (Check all that apply, even if you are not currently, or have never been, employed in that area)

- |  |   |
|--|---|
| <input type="checkbox"/> Special Event Planning/Implementation | <input type="checkbox"/> Social Service Delivery/Management       |
| <input checked="" type="checkbox"/> Human Resources            | <input type="checkbox"/> Marketing/Advertising/Writing/Layout     |
| <input type="checkbox"/> Sales                                 | <input type="checkbox"/> Quality Improvement                      |
| <input type="checkbox"/> Teaching/Education                    | <input type="checkbox"/> Employee Training/Leadership Development |
| <input type="checkbox"/> Law/Ethics                            | <input type="checkbox"/> Business Management/Administration       |
| <input type="checkbox"/> Accounting/Financial                  | <input type="checkbox"/> Publishing/Media                         |
| <input type="checkbox"/> Strategic Planning                    | <input type="checkbox"/> Speaks Foreign Language                  |
| <input type="checkbox"/> Art/Design                            | <input type="checkbox"/> Sign Language Interpreter                |
| <input type="checkbox"/> Public Speaking                       | <input checked="" type="checkbox"/> Diversity Training/Awareness  |
| <input type="checkbox"/> Computers                             | <input type="checkbox"/> Engineering/Product Design               |
| <input type="checkbox"/> Health Care                           | <input type="checkbox"/> Other (please indicate: _____)           |