



City of Madison

City of Madison
Madison, WI 53703
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Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION EMPLOYMENT SUBCOMMITTEE

Thursday, February 12, 2015

12:00 PM

Meriter Hospital Business Center
2650 Novation Pkwy. M101
Madison, WI 53713

1. CALL TO ORDER / ROLL CALL

The meeting of the EOC Employment Subcommittee was called to order at 12:11 P.M. by Danielle Dieringer, Chair. Attendance followed:

Voting members present: Danielle Dieringer, Georgia Pride-Euler, Margaret Leitinger, Cindy Schmelzer, Michele Thoren, David Witkowski, Jenny Wohlfert, Laura Zweber, Vernon Blackwell, and Kira Stewart

Voting members excused: Sean Saiz

Non-Voting members present: Mary Coddington, Kathy Hansen, Bonita Platta, Tami Vroman, and Rochelle Wanner

Non-Voting members excused: Will Strycker

Staff: Lucía Nuñez (Director, Dept. of Civil Rights), Charlyn Cruz-Nuñez (Investigator/Conciliator, Dept. of Civil Rights), and Alyssa Riphon (EOD Administrative Clerk, Dept. of Civil Rights)

2. PUBLIC COMMENT

There was no public comment.

3. DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

4. APPROVAL OF MINUTES

Margaret Leitinger moved to approve the minutes of the January 8, 2015 with the correction of Cindy's name in paragraph one. Cindy Schmelzer seconded the motion, which passed by voice vote/other.

5. HOST OVERVIEW

In representation of Meriter, David Witkowski provided the subcommittee with a short presentation about the company, which included its functions and goals.

REFERRALS FROM THE EQUAL OPPORTUNITIES COMMISSION

6. [37017](#) Amending Section 39.03 of the Madison General Ordinances to add atheism as a protected class.

Sponsors: Anita Weier and Ledell Zellers

Attachments: [Version 1](#)

Lucía Nuñez explained this proposal and clarified questions of the subcommittee. Members held a discussion of the item and brought forth concerns such as a lack of scope surrounding the issue and the evidence of need to amend the ordinance to add the atheism protected class. In addition, subcommittee members also had detail questions surrounding the amendment, such as whether there would be a requirement to provide reasonable accommodation for atheism. The subcommittee felt they needed additional information surrounding this item,

The subcommittee felt they needed additional information surrounding this item, however considering the item was up for action at the next Equal Opportunitéis Commission meeting, Margaret Leitinger moved recommend to the commission not to approve the amendment to Section 39.03 of the Madison General Ordinances to add atheism as a protected class. The motion was seconded by Vernon Blackwell, and passed by voice vote/other.

7. [37018](#) Amending Section 39.03 of the Madison General Ordinances to add homelessness as a protected class

Sponsors: Anita Weier and Marsha A. Rummel

Lucía Nuñez explained this proposal and clarified questions of the subcommittee. Members held a discussion of the amendment from an employment lens, and more questions rose, such as clarification of accommodation. The subcommittee decided to refer this item to the next EOC Employment Subcomittee meeting.

DISCUSSION ITEMS

8. "Ban the Box"

Lucía Nuñez explained this item to the subcommittee and provided them with an update surrounding the progress in creation of the "Ban the Box" ordinance, as well as what to expect in the coming months.

REPORTS

9. Chair Report

Danielle Dieringer notified the subcommittee that she will be on the agenda for the full Equal Opportunities Commission meeting (Thursday, February 12th) to discuss next steps for the subcommittee.

10. Staff Report

Staff reported on current job vacancies within the Department of Civil Rights, as well as projects the department is working to complete.

11. Commission Report

Kira Stewart provided the subcommittee with an update regarding current agenda items and projects before the full commission.

12. **TEAM BREAKOUT AND REPORT**

In lieu of time constraints, the subcommittee did not break out in teams, but did provide members with the following reports:

Internal Education Team:

- Working on bringing back the "Race to Equity" presenters for an update

External Outreach Team:

- Work and Learn Program: Mock Interviews update
- Networking/job search program

Community Outreach Team:

- There was no Community Outreach Team report

Membership Resources Team:

- There was no Membership Resources Team report

13. **FUTURE TOPICS FROM THE FLOOR**

14. **ANNOUNCEMENTS**

Rochelle Wanner announced a series of targeted job fairs to be held at Madison College, with a Nursing Assistant/Nursing job fair to be held on Tuesday, February 24, 2015 from noon to 4 P.M.

15. **ADJOURNMENT**

Georgia Pride moved to adjourn the meeting of the EOC Employment Subcommittee at 1:33 P.M. The motion was seconded by Cindy Schmelzer and passed by voice vote/other.