



# City of Madison

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

## Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION

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Thursday, August 9, 2012

5:00 PM

215 Martin Luther King, Jr. Blvd.  
Room LL-120 (Madison Municipal Building)

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### 1. CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:08 by Brian Benford, President.

**Present:** 7 -

Hedi L. Rudd; Brian Benford; John L. Quinlan; Sean A. Saiz; Shawn F. Peters; William (Bill) Fetty and Benjamin M. Nerad

**Excused:** 4 -

Brian L. Solomon; Katherine Cramer Walsh; Brandon M. Johnson and Charles E. McDowell

**Staff:** Rachel Campbell, Marcus Miles

**Guests:** Common Council President Shiva Bidar-Sielaff, EOD Investigator/Conciliator Melissa Gombar, Ald. Michael Verveer

### 2. APPROVAL OF MINUTES

On a motion from Nerad, seconded by Fetty, the July 12, 2012 minutes were approved without correction. Motion passed by voice vote/other.

### 3. PUBLIC COMMENT

None.

### 4. DISCLOSURES AND RECUSALS

None.

### DISCUSSION ITEMS

### 5. EOC Introduction to Common Council President Shiva Bidar-Sielaff

The Commission conducted a round-robin of introductions of Commissioners and staff. Miles, the EOD's new Division Manager, introduced himself to everyone in more depth, adding that the DCR submitted a 5% reduced budget to the Mayor's Office thanks to potential reductions in AASPIRE interns and money saved due to recent retirements. There were no new salary reductions, furlows, or layoffs. Miles also reviewed the current caseload for EOD staff and noted that data for 2012 so far is fairly consistent with data from previous years.

Bidar-Sielaff thanked everyone for their introductions, particularly Miles, as she noted that DCR Director Lucía Nuñez submits similar updates periodically to the Common Council but Bidar-Sielaff would love to see more.

Discussion ensued on communication issues with the Council and the complexity of civil rights issues. Bidar-Sielaff encouraged Commissioners to attend Council meetings as private citizens to speak to issues that are important to them and thanked them for their work. Commissioners thanked Bidar-Sielaff for her attendance and feedback. Bidar-Sielaff left the meeting at this time.

9. [26158](#)

Amending Sec. 39.03(1), creating Sec. 39.03(2)(ff), renumbering current Secs. 39.03(2)(ff) through (mm) to (gg) through (nn), amending renumbered Sec. 39.03(2)(jj) and (mm), and amending Sec. 39.03(4)(a), (c), and (d) of the Madison General Ordinances to update the City's Equal Opportunities Ordinance pursuant to Wis. Stats. § 66.0104.

Attachments: [Version 1](#)

On a motion from Nerad, seconded by Rudd, the Commission agreed to take Item No. 9 out of order at this time. Motion passed by voice vote/other. Ald. Verveer addressed the Commission, reviewing the history of these amendments as previously discussed by ACA Adriana Peguero. He noted that as painful as it was to omit these protections from the Equal Opportunities ordinance, as they are currently rendered unenforceable by Act 108, it was important for our citizens to be as well-informed as possible regarding their rights and so the ordinance should be kept up-to-date. The silver lining to these discussions is that the Attorney's Office discovered that case law does allow Madison to add a protection for rental assistance, and that is included in the amendments.

Ald. Verveer answered a few clarifying questions for the Commission and left the meeting at this time.

A motion was made by Nerad, seconded by Saiz, to RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER. The motion passed by the following vote:

Ayes: 6 -

Hedi L. Rudd; Brian Benford; John L. Quinlan; Sean A. Saiz; Shawn F. Peters and Benjamin M. Nerad

Abstentions: 1 -

William (Bill) Fetty

**Excused:** 4 -

Brian L. Solomon; Katherine Cramer Walsh; Brandon M. Johnson and Charles E. McDowell

**6. EOD Investigative Overview**

Gombar introduced herself and gave an overview of the EOD investigative process, more information and hand-outs on which are available at the EOD web site: <http://www.cityofmadison.com/dcr/eo.cfm>. Gombar emphasized that the EOD is a neutral body and, as such, staff can make referrals to advocacy groups or attorneys but do not act on the behalf of either the Complainant or the Respondent. Gombar also reviewed the Division's jurisdictional requirements, timeliness, and the establishment of a prima facie case, as well as the assignment of cases and the Division's workshare agreements with the ERD and EEOC.

The Commission thanked Gombar for her presentation.

**7. [27348](#)**

Considering MEOC responses to the tragic events of Sunday, Aug. 5th at Oak Creek's Sikh temple

**Attachments:** [DRAFT oak creek letter.pdf](#)  
[DRAFT oak creek resolution.pdf](#)

Quinlan gave a brief summary of the recent shooting in Oak Creek and the resulting memorial and educational events held in the area. Quinlan handed out a draft statement for the Commission's perusal, noting that it could be addressed to local media or used to create a resolution to be presented to the Council. On a motion from Fetty, seconded by Rudd, the Commission agreed to use the draft as the basis of both a letter to the media and a resolution. Motion passed by voice vote/other.

**8. EOC Employment Committee Liaison**

Rudd and Fetty volunteered to share the responsibility for serving as a liaison to the EOC Employment Committee. The Commission approved the appointments.

**REPORTS**

**10. [08357](#)**

DIVISION MANAGER'S REPORT--For information only. No action required.

*The Equal Opportunities Division Manager will report on the following:*  
*a. Activities of the Division since the last meeting.*  
*b. Update on staff activities.*  
*c. Update on the EEOC Contract.*

**Adding to his previous statements and in lieu of a Director's Report (see Item 11), Miles noted that the DCR added Jason Glozier as the Disability Rights and Services Program Specialist.**

11. [13093](#) DIRECTOR'S REPORT--For information only. No action required.

*The DCR Director will report on the following:*  
a. Activities and meetings since the last meeting.  
b. Update on agency activities.

**As Nuñez was not in attendance no report was given.**

12. [15179](#) PRESIDENT'S REPORT--For information only. No action required.

*The EOC President will summarize meetings attended and other related activities on behalf of the Commission since the last Commission meeting. For information only. Any item raised for future discussion will be posted on the next agenda.*

**Benford expressed gratitude for his election to the presidency and to Commissioners and staff for their dedication.**

13. [08358](#) COMMITTEE REPORTS--For information only. No action required.

*Reports summarizing discussions at meetings held since the last meeting. For information only. Any item raised for discussion appears under Unfinished Business or will be posted as "Introduction of Future Items From the Floor" on the next agenda.*

- a. EOC Executive Committee  
b. EOC Employment Committee

- a. **The Executive Committee did not meet due to lack of quorum.**  
b. **The Employment Committee does not meet in July or August. They will next meet in September.**

14. [26541](#) Diversity in Entertainment Venues

*Reports summarizing discussions at meetings held since the last meeting. For information only. Any item raised for discussion appears under Unfinished Business or will be posted as "Introduction of Future Items From the Floor" on the next agenda.*

**Peters reviewed the discussions and actions taken at the Subcommittee's August 7 meeting. The Subcommittee agreed to the following mission: To facilitate a public discussion with city stakeholders and the public at large on addressing the perceived lack of diversity in entertainment venues within the City of Madison. The body also discussed different ways to draw people into such a larger discussion, beginning with at least one public meeting to be followed by a report and possible recommended policy change. Quinlan added that social media may also be useful in getting the word out and, conversely, to**

get input. Benford added that the goal of this meeting is not a protest or a gripe session but an inclusive discussion among people from all walks of life -- from patrons to bar owners, from citizens to stakeholders.

Currently Subcommittee members have charged themselves with gathering a list of community organizers to invite and help spread the word. Fetty suggested that the Subcommittee have one spokesperson from each interested group or audience attend this meeting, with their discussions moderated by a neutral party. The last 30 - 45 minutes of the meeting could then be devoted to public comment. The Commission discussed this and other possibilities and Benford encouraged any interested Commissioners to attend the next Subcommittee meeting.

15. [13853](#) APPEALS COMMITTEE REPORT

For information only. No action required.

As the Committee's decision in MEOD Case No. 20071119 has not yet been issued and made public, no report was given.

16. [15741](#) INTRODUCTION OF FUTURE ITEMS FROM THE FLOOR

Rudd requested that the Diversity Picnic be added to the next EOC agenda as a discussion item.

17. ADJOURNMENT

On a motion from Fetty, seconded by Rudd, the meeting was adjourned at 6:30 p.m.