



DEPARTMENT OF CIVIL RIGHTS

ACCESS
ACCOUNTABILITY
EDUCATION

INTRODUCTION

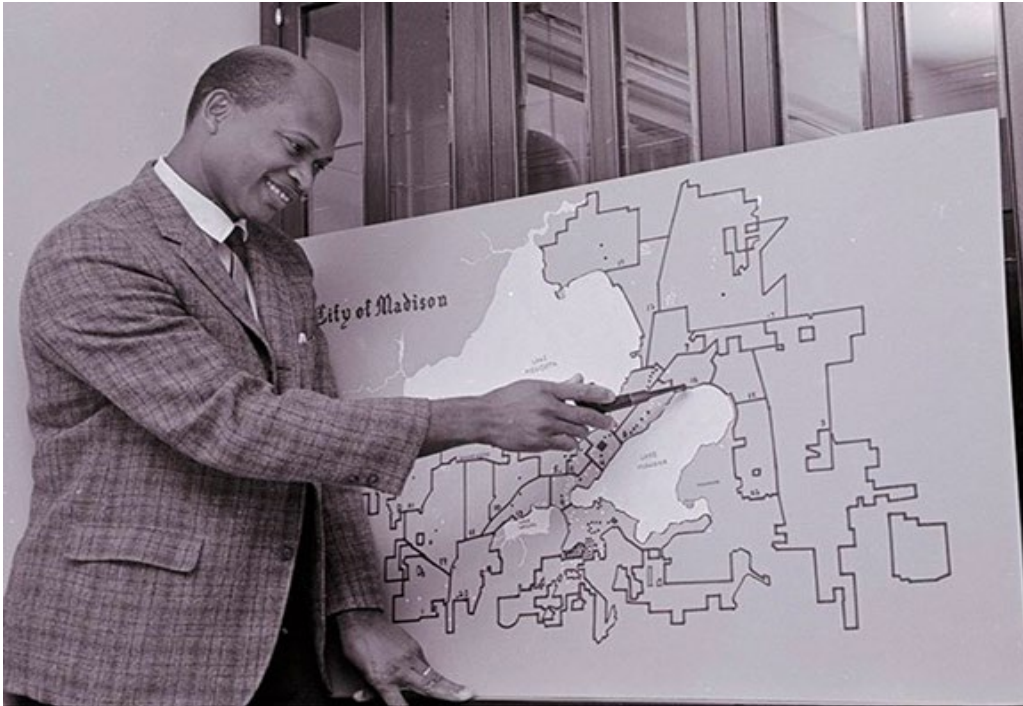
- Objective: DCR Overview: Who are we?
- Brief History of the Department (DCR)
- Illustrating the Work of DCR
- Access, Education, and Accountability
- Our INSPIRE Model: Opportunities to Collaborate





Strong and Compassionate
Leaders for Justice

HISTORY OF THE DEPARTMENT MADISON GENERAL ORDINANCES CHAPTER 39



Rev. James Wright, Madison Equal Opportunities Commission's **first Executive Director**

- **1963** (prior to the Federal Civil Rights Act in 1964) - Madison led the way, adopting the Equal Opportunities Commission (EOC) in response to **local and national struggles of equality** and the reality that Madison was divided by **severe housing discrimination**.
- **1973** – Affirmative Action Department (AAD) created because “passive prohibition of discriminatory practices is **not sufficient**”.
- **2006** – Department of Civil Rights (DCR) created to “**vigorously pursue**” the policies and principles of equal opportunity, affirmative action, and disability rights, within the City as an employer and within the City as a community. EOC and AAD incorporated as divisions of DCR, with **elevation of Disability Rights and Services**.
- **2014** – **Racial Equity** and Social Justice Initiative (RESJI)
- **2021** – **Equity and Social Justice (ESJ) Division** created to further support Disability Rights and Services, Language Access, RESJI, and Neighborhood Resource Teams (NRTs)



**ANALYSIS /
TRAINING**

UPSTREAM

**REGULATION /
COMPLIANCE**

MIDSTREAM

**COMPLAINTS /
INVESTIGATIONS**

DOWNSTREAM

**AUDITS /
REMEDATIONS**

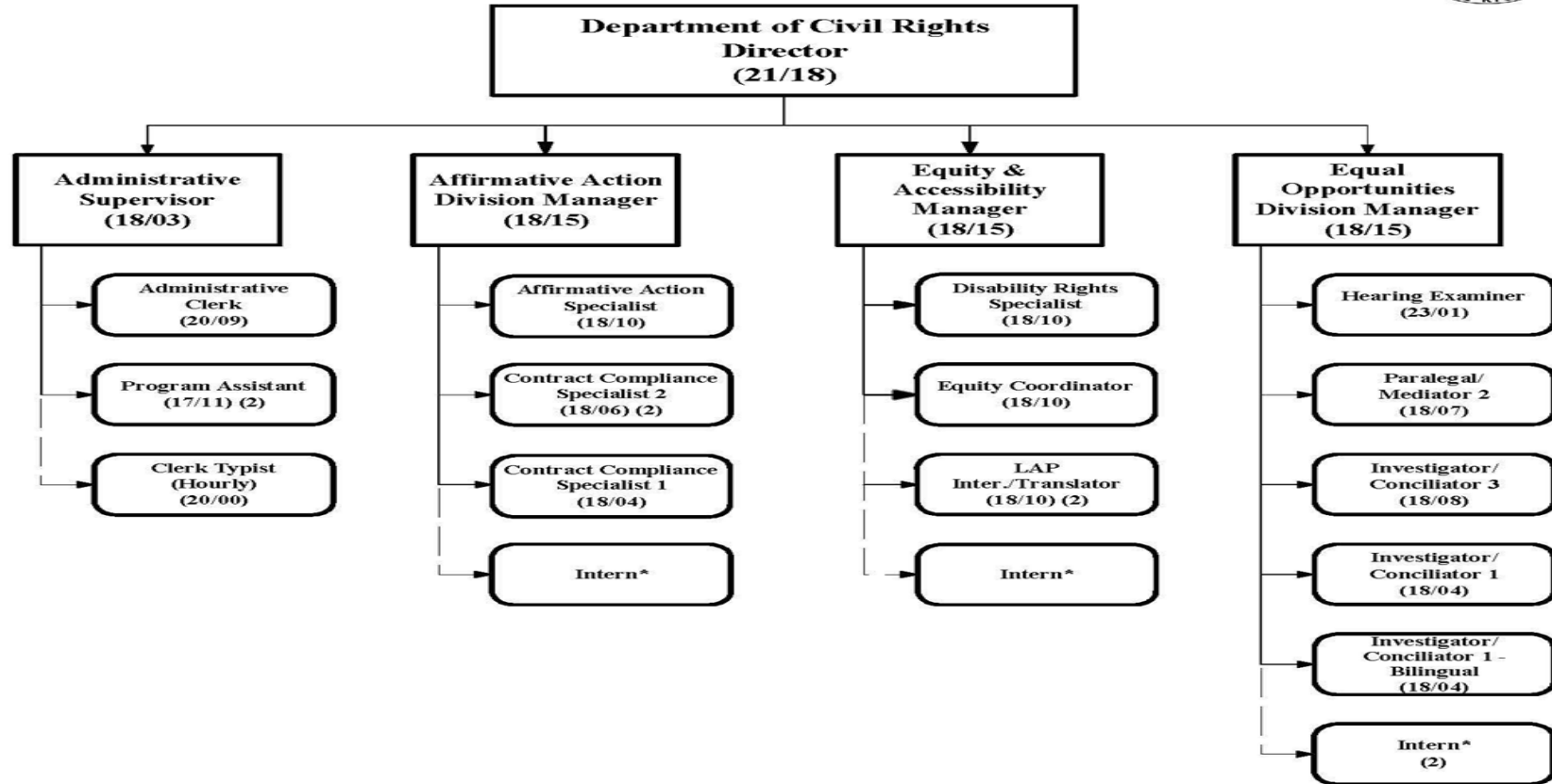
Affirmative Action
Equal Opportunities
Equity & Social Justice

STRONG AND COMPASSIONATE LEADERS FOR JUSTICE

“No, no, we are not satisfied
and will not be satisfied until
justice rolls down like water
and righteousness like a
mighty stream.”

-Rev. Dr. Martin Luther King, Jr.

DCR Organizational Chart



*Part-Time

BOARDS/COMMISSIONS

- Affirmative Action Commission, staffed by Affirmative Action Division Manager
- Equal Opportunities Commission, staffed by Equal Opportunities Division Manager
- EOC Executive Committee, staffed by Equal Opportunities Division Manager
- Humanitarian Award Commission, Reverend Doctor Martin Luther King, Jr., staffed by Department of Civil Rights Director
- Disability Rights Commission, staffed by Disability Rights Services Specialist

TEAMS

- Neighborhood Resource Teams (NRTs)
- Racial Equity and Social Justice Action Teams

ORG
CHART

CIVIL RIGHTS – “INSPIRE” MODEL

City of Madison Department of Civil Rights *“Strong and Compassionate Leaders for Justice”*

- We are drivers, our compassion drives our passion.
- We remove barriers by creating inclusion and meaningful access to resources for all.
- We address discrimination by educating, investigating, and taking corrective action.
- We advance shared prosperity by leveraging resources equitably.



Department of Civil Rights
City-County Building, Room 523
210 Martin Luther King Jr Blvd.
Madison, WI 53703
Phone: (608) 266-4910
Fax: (608) 266-6514
dcr@cityofmadison.com
cityofmadison.com/civil-rights

INSPIRED ACTIONS
start here

EXCELLENCE

We come together to celebrate wins and the advancement of social justice.

INVOLVEMENT

With intention, proactively building trust in the community and connecting to all.

RESULTS

Success is the satisfaction of our community and colleagues. We are accountable, and seek accountability from others.

NOTICE

We listen, are empathetic, present, and transparent in our communications.

STANDARDS

Our decisions are guided through planning, data, and are consistently delivered with professionalism.

PRINCIPLES

We vigorously pursue the protection of civil rights and potential for all.

I CAN

We are part of the solution; with optimism, we actively seek to solve complex civil rights problems and end discrimination.





AFFIRMATIVE ACTION DIVISION

ACCESS



Inclusive Workplace
Environments



Economic
Opportunity & Wealth

EDUCATION

EVENT

Minority Business Certifications Demystified

Sponsored by:



Thursday, April 29th, 4-6pm



ACCOUNTABILITY





EQUAL OPPORTUNITIES DIVISION



EQUAL OPPORTUNITIES DIVISION

EQUAL OPPORTUNITIES **ORDINANCE 39.03**



- Enables individuals to live and work free of discrimination
- Provides Remedies of discrimination complaints brought forth by the public
- Provides Community Education and Technical Assistance (Training)

ACCOUNTABILITY

Equal Opportunities Division
receives discrimination
complaints the following areas:



Employment



Housing



Public
Accommodations



City Facilities
and Services

ACCESS: “A GOVERNMENT WITHOUT WALLS”

Conversation alone may not be enough to motivate change.

We must be willing to meet residents where they are to better understand their concerns.

“The Government without Walls”, philosophy understands that **data coupled with real stories to back up the data** - can inspire the move for real change.



ACCOUNTABILITY: THE PURPOSE OF E.O.D.

Discrimination Investigations and Systemic Issues Related to our 28 protections Such as; Race/Gender/Age/Nat'l Origin or Ancestry, etc.

- Wealth Equality/Opportunities
- Gender/LGBTQ+ Equality
- Youth Unemployment
- Employment/Unemployment
- Immigration issues
- Housing/homelessness
- Gov't actions/reactions
- Incarceration
- Schools/Education
- Public Accommodations/Services



AWARDS TO OUR COMPLAINANTS

2017 = \$200,856, **2018** = \$219,185, **2019** = \$117,382,
2020 = \$232,912, **2021** = \$119,107, **2022** = \$354,118



YOU DO HAVE THE RIGHT.

ACCESS: CASE TRACKING SYSTEM & COMPLAINT PROCESSING

File a Discrimination Complaint

☐ I am filing this complaint for myself
☐ I am filing this complaint on behalf of a minor
☐ I am an Equal Opportunities Commissioner making this complaint on behalf of the public
☐ I am an attorney

Complainant
The person making the complaint of discrimination.

First Name * required Middle Initial Last Name * required

☐ I don't have a permanent address.
☐ Care of

Address * required

City * required State * required Zip Code * required

Phone * required

Email * required

Confirm Email

Preferred Communication
I prefer to receive written communication from the Department of Civil Rights through: * required

☐ Mail
☐ Email

☐ I have hired an attorney to assist with filing this complaint.
Note: You do not need an attorney to file a complaint.

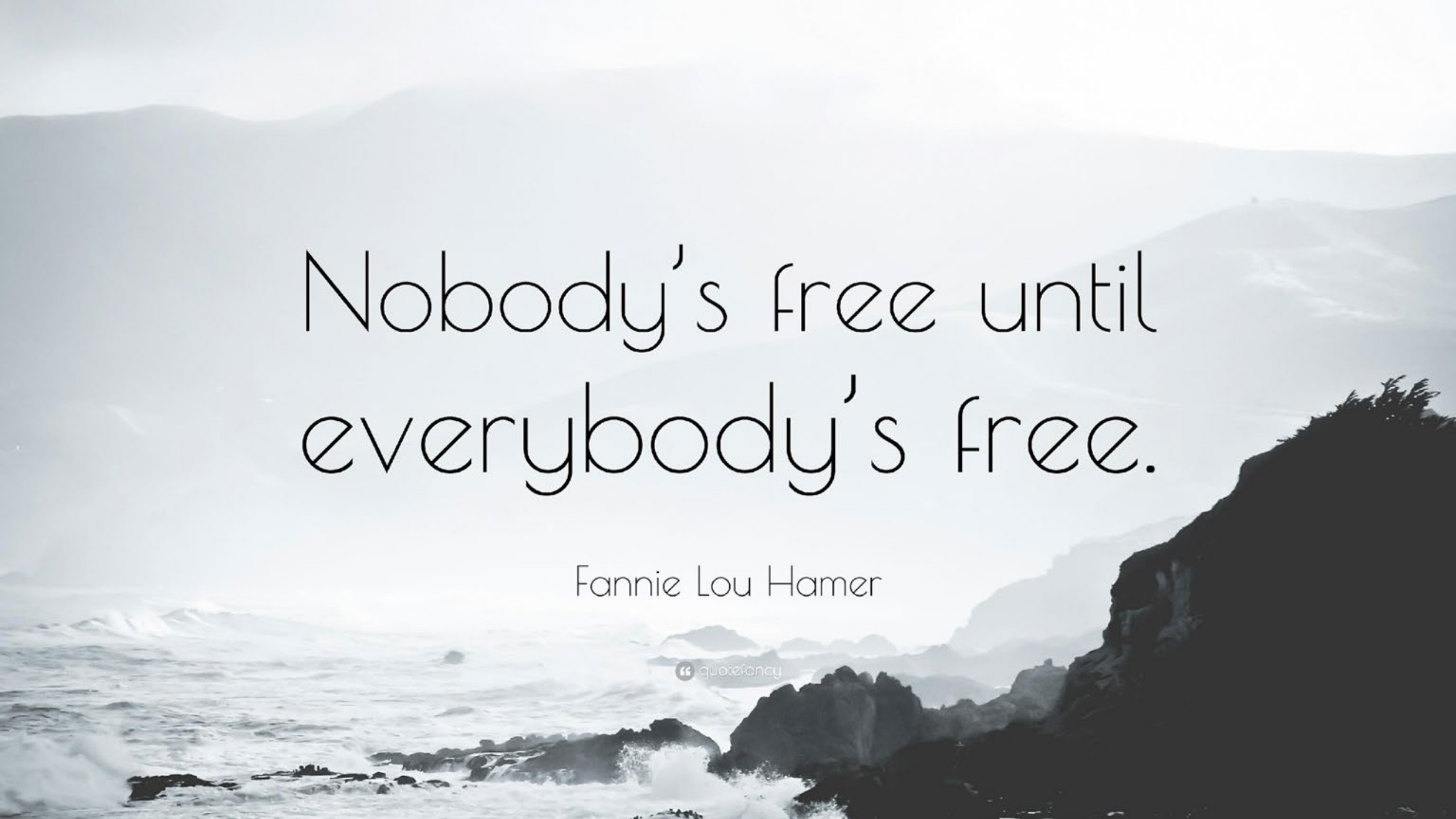
Ability to access in
Multiple Languages
for our Community

1. English
2. Spanish
3. French
4. Chinese
5. Tibetan
6. Hmong (*Tieng*)

EQUITY & SOCIAL JUSTICE DIVISION

DISABILITY INCLUSION, RACIAL EQUITY AND SOCIAL JUSTICE,
NEIGHBORHOOD RESOURCE TEAMS, LANGUAGE ACCESS, AND
ENVIRONMENTAL JUSTICE





Nobody's free until
everybody's free.

Fannie Lou Hamer

“ quotezancy



EQUITY AND SOCIAL JUSTICE DIVISION

ACCESS

Neighborhood
Resource Teams
(NRTs) and
Language Access

EDUCATION

The Racial Equity
and Social Justice
Initiative (RESJI)

ACCOUNTABILITY

Disability Rights and
Services

UPSTART PROGRAM



search site

INVENT

COMMERCIALIZE

PROGRAMS & EVENTS



WHATEVER YOUR
BACKGROUND, UPSTART



FALL 2023 CLASS
INFORMATION

ACRE PROGRAM



"ACRE gives you the opportunity to gain the resources necessary to develop and enhance your knowledge and skills about real estate. My goal is to use this knowledge to be an advocate for others in my community and myself to work together to bring more diverse projects into fruition."
- ALEJANDRO RODRIGUEZ

ALEJANDRO RODRIGUEZ

"I'm a 'forever student' eager to build on my current foundation in business, and financial wellness. I'm looking to the real estate industry to expand my current knowledge in hopes of building generational wealth and having the opportunity to leave a legacy showing others how to positively impact their community and neighborhoods."
- AFRA SMITH



AFRA SMITH

Overview

LISC Milwaukee oversees the Associates in Commercial Real Estate (ACRE) program. This initiative works in strong partnerships with the Center for Real Estate at Marquette University, the Milwaukee School of Engineering, and the University of Wisconsin-Milwaukee to ensure a multi-disciplinary academic experience for ACRE participants. The primary objective of the ACRE program is to foster diversity, equity, and inclusion within the commercial real estate industry. LISC strives to empower ACRE participants by equipping them with the essential skills, tools and resources to create wealth and make a positive impact on the social and physical landscape of neighborhoods.



"The ACRE Program will be the cornerstone for my foundation in commercial real estate."
- JOHNNIE TANGLE III

POINT 1 APARTMENTS



Jale Real Estate Investments

PROJECT MEMBERS: EDUARDO JAIME AND ALEJANDRO RODRIGUEZ



WALKER'S
POINT/BAY VIEW
CORRIDOR



JEFF LIGON

"I know the ACRE program will be instrumental in my future success as a real estate developer. I came to the program with a vision for a development that I thought could be the beginning of a successful endeavor in real estate. The ACRE program has only strengthened that resolve. It's given me the connections and practical applications need to bring my initial vision to fruition. I need only to apply that knowledge and take advantage of those resources."
- JEFF LIGON

"My ACRE experience propelled me in continuing to heighten my ability to transform communities into those of opportunity by repurposing existing spaces to bring about lasting improvements in the economic, physical, social and environmental conditions."
- OBY NWABUZOR



OBY NWABUZOR

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Q&A OPPORTUNITIES FOR COLLABORATION

