



# City of Madison

## Meeting Minutes - Final

### EQUAL OPPORTUNITIES COMMISSION

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

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Thursday, December 8, 2005

5:00 PM

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

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#### 1. CALL TO ORDER

*The meeting was called to order at 5:12 pm, Ramona Natera presiding.*

#### 2. ROLL CALL

**Present:** Ramona L. Natera, Bert Zipperer, Megin L. McDonell, Ann M. Smith, Michael W. T. Howe, Brian L. Solomon and Steven H. Morrison

**Absent:** Ald. Zachariah Brandon, Nia Enemuoh-Trammell, Daniel L. Ross and Carousel Andrea S. Bayrd

**Excused:** Teresa Tellez-Giron

*Others Present: Ariel Ford, Interim EOC Director, Lucia Nuñez, Enis Ragland, Assistant to the Mayor, and Cindy Wick, EOC Executive Assistant*

#### 3. PUBLIC COMMENT

*The Commission welcomed Mayoral Aide Enis Ragland and Lucia Nuñez to the meeting. Nuñez was introduced as the individual recently selected by the Mayor as the individual to fill the Department of Civil Rights Director position.*

*Nuñez stated that she has worked with EOC staff and has great respect for them and their work. She is looking forward to working with them and members of the Commission.*

#### 4. APPROVAL OF MINUTES

**A motion was made by Howe, seconded by Morrison, to Approve the Minutes. The motion passed by acclamation.**

#### 5. PRESIDENT'S REPORT

*Natera reported that she had the opportunity to speak with Lucia Nuñez at the Monona Terrace Fall Extravaganza. She also spoke with EOC staff. Those she spoke with were pleased with the selection of Nuñez for the DCR Director position.*

*She attended the last Madison Police Department Traffic Stops Forum on November 2. No additional meetings have been scheduled to date. She will keep the Commission posted.*

*She attended the November 19 Latino Summit at the Madison Club. One piece of information she learned that she found very disturbing is that not wearing seat belts is a major cause of traffic fatalities in Latinos under 30. The following weekend she saw at least two news stories of deaths due to not wearing seat belts.*

*Natera also attended an East High redistricting meeting and a planning meeting for the*

*public hearing on the sick leave ordinance.*

**Present:** Nia Enemuoh-Trammell, Ramona L. Natera, Bert Zipperer, Megin L. McDonell, Ann M. Smith, Michael W. T. Howe, Brian L. Solomon and Steven H. Morrison

**Absent:** Ald. Zachariah Brandon, Daniel L. Ross and Carousel Andrea S. Bayrd

**Excused:** Teresa Tellez-Giron

## 6. INTERIM DIRECTOR'S REPORT

*Ariel Ford reported that all of the EOC staff has attended training on the City's new policy on harassment (Administrative Procedures Memorandum 3-5).*

*Annie Weatherby has conducted two sessions of Youth at Work and done harassment training at several businesses. She was the brainchild for the King Coalition's very successful celebration of the 50th Anniversary of the Montgomery Bus Boycott. She was seen on television and in the newspaper. Annie attended the Economic Summit on Emerging Communities and the Allied Stakeholder meeting.*

*Eric Kestin made a presentation at the United Refugee Hate Crimes session. He and Cindy Wick have been active with the Hate Crimes Task Force. A copy of the updated hate crimes brochure was distributed to Commissioners. The brochure is available in both English and Spanish.*

*David Lopez, Weatherby and Wick have been attending the City's 14-week Supervisory Academy. Graduation for them will be on December 14, 2006.*

*Ford Blackwell and Kestin attended the Wisconsin Government Digital Conference.*

*Ford attended the marathon sessions on the 2006 budget. In addition, she attended the Women's Expo and the Kwanzaa Festival.*

*This will probably be Ford's last meeting as Interim Director. She thanked the Commission for their support. She feels she and the Commission and staff have bonded as a team that supports one another and is made up of dedicated professionals.*

*Zipperer stated that Ford has done an extraordinary job in this position. Natera agreed that Ford had provided strong professional leadership.*

## 7. ANNOUNCEMENTS OF COMMUNITY EVENTS

*The YWCA is seeking nominees for its 2006 Women of Distinction Awards.*

*Dane County is looking for nominees for its Martin Luther King, Jr. Award. Nominations are due January 4.*

## 8. COMMITTEE REPORTS

### a. EOC Executive Committee

*The Committee reviewed the status of pending agenda items. The People First ordinance amendments are being revised.*

*Through work by Zipperer, \$27,000 was added to the 2006 budget for a bus route between South Madison and LaFollette. Services will not start until next summer. As a*

*result there is not an urgent need for a public hearing. Sometime before the 2007 budget cycle begins would be appropriate.*

*The Committee referred the issue of a conference in Spanish to the EOC staff for a report.*

*The Committee recommends Michael Howe as the EOC representative on the Commission on People with Disabilities (CPD). No recommendation was made for a representative on the Affirmative Action Commission (AAC).*

*The Committee also reviewed the proposed ordinance removing the citizenship requirement for members of City boards, commissions and committees. The Executive Committee asked staff to seek clarification on the wording of the ordinance. An email from the City Attorney's office clarified the language so that action may be taken tonight on the ordinance.*

*Discussion was held relative to the use of Legistar and our multi-language notice of how to obtain an interpreter. More work is needed on this issue.*

b. EOC Employment Committee

*Smith reported that the meeting was held on December 7 at UW Clinics West. The Committee discussed the Diversity Fair it is planning. The Committee plans to partner with PSI (a Minnesota company), if allowed by City policy. Concerns were expressed about using an out-of-state company vs. an in-state one. No firm date has been set for the diversity fair, although the Committee is looking at sometime in March 2006.*

*The Committee is concerned that a provision that had been placed in the Madison ordinances relative to eligibility to be approved as a voting member of the Committee was removed. The provision stated that EOC Employment Committee members need not reside in the City of Madison so long as the company they represent is in the City. The ordinance recognized that the individual was nominated to represent their employer on the Committee.*

*However, at some time the ordinance was amended and this provision was removed without referring the amendment to the Commission for a report.*

**9. COMMON COUNCIL UPDATE**

**On a motion from Howe/McDonell the item was tabled. Motion passed by acclamation.**

**10. UPDATE ON DEPARTMENT OF CIVIL RIGHTS--Action to be taken review and and comment**

a. Resolution to confirm Lucia Nuñez as the Civil Rights Director.

*Enis Ragland, Assistant to the Mayor, explained that it is unprecedented to refer confirmation of an agency head to a Commission. The Mayor wants the Commissions to feel comfortable with Lucia Nuñez's selection.*

*Ragland stated that he is very pleased and happy with the selection. He looks forward to moving ahead to making the Department of Civil Rights the best it can be.*

*The Commission did not have the actual legislative text of the Common Council before it. Morrison objected to voting without seeing what he was voting on. Wick offered to*

*go back to the EOC offices to print the text file from Legistar.*

**02468** Submitting the name of Lucía Nuñez for confirmation of a five year term as Civil Rights Department Director.

**A motion was made by Morrison, seconded by Howe, to Table. The motion passed by acclamation.**

*See "10. Update on Department of Civil Rights (continued)" below for further action on this item.*

## **11. UNFINISHED BUSINESS**

### **a. Update on Madison Metro Service for East and South Sides**

*Natera thanked Zipperer for his efforts to assure that funding was made available for a route between the South Transfer Point and LaFollette.*

*Zipperer discussed the problem regarding Madison Metro service between the South and East Transfer Points and showed a map of routes.*

*As a result of the budget amendment referenced previously there is not an urgent need for a public hearing. It can be delayed until February or March.*

### **b. Public Hearing(s) on Sick Leave Ordinance**

*The public hearing on the sick leave ordinance is confirmed for Wednesday, December 14. Speakers will be given three minutes to make their statements. Wick will email Commissioners with the time of the hearing.*

*See "11. Unfinished Business (continued)" below for rest of this section of the agenda.*

## **10. UPDATE ON DEPARTMENT OF CIVIL RIGHTS (continued)**

**02468** Submitting the name of Lucía Nuñez for confirmation of a five year term as Civil Rights Department Director.

**A motion was made by Morrison, seconded by Howe, to Take Off The Table. The motion passed by acclamation.**

**A motion was made by Morrison, seconded by Zipperer, to Return to Lead with the Recommendation for Approval to the BOARD OF ESTIMATES. The motion passed by acclamation.**

## **11. UNFINISHED BUSINESS (continued)**

### **c. People First Ordinance Amendments**

**01853** SUBSTITUTE Amending Secs. 1.08, 3.23, 3.35, 3.36, 3.38, 3.48, 3.51, 3.52, 3.59, 3.72, 8.35, 9.13, 11.06, 12.03, 22.14, 23.56, 27.05, 28.03, 28.04, 28.08, 28.11, 28.12, and 31.04 of the Madison General Ordinances to update references to handicapped and/or disabled utilizing People First language.

**A motion was made by Howe, seconded by Zipperer, to Defer until 2006 and ask Ald. Golden to speak to the proposal. The motion passed by acclamation.**

d. Ordinance Removing Requirement for U.S. Citizenship for Membership on City Boards, Commissions and Committees

**02368** Amending Sec. 3.27(1) of the Madison General Ordinances to eliminate U.S. citizenship requirement for volunteer members of boards, commissions and committees.

**A motion was made by Zipperer, seconded by Howe, to RECOMMEND TO COUNCIL TO ADOPT - REPORT OF OFFICER. The motion passed by acclamation**

**Enactment No:** ORD-05-00211

## 12. NEW BUSINESS ITEMS

a. Recommendations for EOC Representation on Affirmative Action Commission and Commission on People with Disabilities

**On a motion made by Morrison and seconded by McDonell, the Equal Opportunities Commission recommended Zipperer to represent the EOC on the Affirmative Action Commission and Michael Howe to represent the EOC on the People with Disabilities Commission. Motion passed by acclamation.**

b. Requiring Agendas of City Boards, Commissions and Committees to Contain Information in English, Spanish, Hmong and Russian on How to Obtain an Interpreter

*Staff has come up with suggested standardized language that could be added to all City agendas in English, Hmong, Russian and Spanish. The one issue to be resolved is how long before the meeting to ask individuals to contact a city agency to obtain an interpreter.*

*Wick made some contacts and found that with even a one week notice requirement, it may not be possible to find a sign language interpreter. The Affirmative Action office recommends that if you suspect a sign language interpreter may be requested, to line one up immediately and cancel them if not needed. If a sign language interpreter cannot be obtained it may be appropriate to postpone the agenda item until an interpreter can be provided.*

*For other languages, generally it should be possible to find an interpreter in two or three days. We want to be sure the language covers all meetings including those of the Common Council.*

**02602** Require all agendas to include standardized language in English, Spanish, Hmong and Russian on how to obtain an interpreter.

**A motion was made by Zipperer, seconded by Howe, to Refer to the EOC EXECUTIVE COMMITTEE for further discussion. The motion passed by acclamation.**

c. Other Business

*The Commission agreed to examine the proposal before the Dane County Board to rename Squaw Bay on the EOC Executive Committee agenda for discussion.*

*An update regarding the proposed State Constitutional Amendment on gay marriage will be on the next EOC agenda.*

*Attendance at meetings will be discussed at the next Executive Committee meeting.*

*The EOC Executive Committee will hold a meeting January 9. The agenda for the January 12 EOC meeting will be issued prior to this meeting.*

### **13. ADJOURNMENT**

**It was duly moved and seconded to adjourn the meeting.**

*Minutes prepared by Cynthia L. Wick, EOC Executive Assistant*