



City of Madison

City of Madison
Madison, WI 53703
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Meeting Minutes - Draft EQUAL OPPORTUNITIES COMMISSION

Thursday, January 19, 2017

5:00 PM

Meadowridge Public Library
Community Room A
5726 Raymond Road

1. CALL TO ORDER / ROLL CALL

The meeting was called to order by chair Corinda Rainey-Moore at 5:01pm.

Present: 8 - Rebecca Kemble; Susan M. Schmitz; Sean A. Saiz; Adam W. Brabender; Moriah N. Grace; Charles E. McDowell; Zach A. Madden and Corinda Rainey-Moore

Excused: 3 - Melanie G. Ramey; Jose E. Rea and William (Bill) Fetty

2. APPROVAL OF MINUTES

Commissioner Madden moved to approve the minutes from the meeting on January 19, 2017 without correction. The motion was seconded by Adam Brabender and passed by voice vote.

3. PUBLIC COMMENT

There was no public comment.

4. DISCLOSURES AND RECUSALS

There was no public comment.

REPORTS

5. Common Council

Commissioner Madden moved to push the Division Manager's report for after the Common Council report. The motion was seconded by Brabender, and passed via voice vote.

Alder Kemble updated the Commissioners on the ordinance that refers to persons sleeping on the sidewalk along with the highway median safety ordinance. The commissioners referred a conversation regarding the highway median safety ordinance to their February meeting.

6. EOD Division Manager, Byron Bishop

Equal Opportunities Division Manager Byron Bishop related to the commissioners his priorities, which are the new technology, update of the website, and getting rid of the backlog of cases. As for the new technology, he hopes to have it implemented by the end of May. He expressed some thoughts

as to how the current process of how the Division handles private settlements could be made more effective. Furthermore, he tossed the idea of the commission having an intern that could help with research amongst other duties. The Commissioners decided to refer the planning of a job description to the executive committee. In conclusion, Mr. Bishop informed the commission that the Department of Civil Rights was being sued by a former complainant. He will bring updates on the progress thereof.

DISCUSSION / ACTION ITEMS

7. [44196](#) Presentation on process of Affirmative Action Plans (Public Works, Vendors, Individual Developers: Exemptions)

The presenter for the topic, Affirmative Action Interim Division Manager Jaya Sharma, introduced herself to the commission and gave an overview of the department as a whole. Among those were the area that deals with Affirmative Action plans with contractors and within, the development of the equitable workforce tool, and the area that handles internal complaints in compliance with APM 3-5. She then described the process of how companies complete their affirmative action plans and the rules surrounding it. More specifically she spoke into depth about exemptions, after which the commissioners were able to ask questions of Ms. Sharma.
8. [45577](#) Setting reasonable time limits for complainants to receive their settlement payments after signing the agreement form

Equal Opportunities Division Manager Byron Bishop spoke to the issue the department has been experiencing where parties reach a private settlement, but the Respondent tardies in the delivering of their side of the agreement. Often times the settlement is monetary, where the check to the Complainant is delayed. He suggested there be a change in the rules to reflect a fair policy or timely responses, or have the complaint continue to be process, whether that be have the investigation continue or forward the case to the hearing process. Mr. Bishop is working on drafting such a policy and present by next meeting.
9. [45578](#) Dedicating a meeting to update EOC rules with recent changes made by the commission, ensuring consistency throughout the rules and make recommendations for anticipated operational changes for the future

The Division Manager pitched the idea of having a special meeting to go through the rules and update them to reflect a better process and uniform language. There was mention to have the review and updating complete before the new technology is implimented, which would put the timeline by the end of May. The meeting would thus be some time in April of this year, 2017.
10. [44995](#) Selection of two EOC members to serve as appointees to the Employment Subcommittee

Commissioner Madden and Brabender offered to attend the Equal Opportunities Employment Subcommittee meeting provided it was in downtown Madison. Commissioner Grace volunteered to attend the meeting in the event that their meeting was not downtown.

11. [45722](#) Review of post election statement

The commissioners had a discussion about the post election statement drafted by Commissioner Rea and suggested changes to be made. Among those were to take the similiar language from the resolution put out by the Common Council and adjust it. The commission also noted that in the forthwith clause that all protected classes be named. Another change was to eliminate the words "rhetoric" and "microaggression" from the document, combine paragraphs 4 and 5, and to frame as a statement of support rather than a resolution. After the changes are made, it is to be brought back for approval. Thereafter, it will be put out to media and be run as an op-ed.

12. [45720](#) Review of Madison Police Department Data

The commissioners discussed about a strategy of how to analyze the data the Madison Police Department provided. The commissioners decided to refer it to their executive committee for the February meeting. In addition, alder Kemble reminded the commissioners about the meeting occuring on January 31, 2017 where she will be able to ask the Madison Police Department questions about data and their new data managing system.

13. [45721](#) Resolution from Equal Opportunities Commission: Judy Wilcox

Attachments: [JudyWilcoxResolution.docx](#)

The resolution was read aloud. Alder Kemble then moved for the recommendation for adoption by the common council, which was seconded by Commissioner McDowell. The motion passed by voice vote.

14. FUTURE TOPICS FROM THE FLOOR

- Possible implications of recent state legislation on the protected class of Social Security
- Invite the Disability Rights and Services Program Specialist Jason Glozier to come and talk about disability rights in the City of Madison

15. ADJOURNMENT

Commissioner Madden moved to adjourn the meeting at 6:58pm. The motion was seconded by Grace and passed by voice vote.