



# City of Madison

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

## Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION

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Thursday, June 9, 2011

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 5:12 p.m. by Nia Enemuoh-Trammell, President.

**Present:** 8 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh and Benjamin M. Nerad

**Absent:** 3 -

Amanda L. Harrington; Charles E. McDowell and Donna V. Hurd

**Excused:** 1 -

Rick Cruz

**Staff:** Rachel Campbell, Ariel Ford, and Lucia Nuñez

### 2. APPROVAL OF MINUTES

On a motion made by Walsh, seconded by Benford, the May 12, 2011 minutes were approved without correction. Motion passed by voice vote/other.

### 3. PUBLIC COMMENT

None.

### 4. DISCLOSURES AND RECUSALS

None.

### REPORTS

5. [15179](#) PRESIDENT'S REPORT--For information only. No action required.

*Nia Enemuoh-Trammell, 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.*

**Prof. Mitch's law students have exchanged a draft of the pro-se litigants' manual with Investigator/Conciliator Eric Kestin. They continue to be in contact with Hearing Examiner Clifford Blackwell's assistant, Trudy Martin, to schedule attendance at future conferences and hearings.**

**Enemuoh-Trammell has been meeting as an individual, not on behalf of the Commission, with various community leaders to compose a game plan regarding the voter ID legislation. She will provide Commissioners with more information as it evolves.**

6. [13093](#)

**DIRECTOR'S REPORT-** For information only. No action required.

*Lucía Nuñez, DCR Director, will report on the following:*

- a. Her activities and meetings since the last meeting.*
- b. Update on agency activities.*

**A party was held at DCR offices this afternoon for Disability Rights and Services Specialist Cindy Wick, who is retiring from the City after 39 years of service. DCR staff are not sure what will happen with her position at this time.**

**Nuñez has received few definitive budget instructions from the Mayor's Office. She detailed some of the Mayor's budget proposals, one of which is a budget group including representatives from DCR and other departments. In terms of cuts, several numbers have been thrown around but we don't know anything concrete yet.**

**Nuñez and Investigator/Conciliator Annie Weatherby-Flowers attended the annual EEOC/FEPA conference in Chicago in mid-May. Highlighted topics included the number of increasing discrimination cases against the unemployed and against individuals with less-than-stellar credit histories. There was also an interesting session on equal pay and a session on human trafficking with attention paid to undocumented immigrants as particularly vulnerable victims.**

**The Mayor's Office has recommended an individual to be appointed to the EOC. That person's application is currently going through the system.**

**There is a bill currently making its way through the state Senate (SB 107, <https://docs.legis.wisconsin.gov/2011/proposals/sb107>) that proposes to essentially void municipalities' housing laws. This would affect the work EOD and EOC does enforcing MGO 39.03, the Equal Opportunities Ordinance, as it includes housing protections not enforced on the state level.**

7. [08357](#)

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

*Ariel Ford, 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.*

The EOD has submitted 52 cases toward its 2011 EEOC contract of 69 cases.

Weatherby-Flowers will present information gathered at the EEOC conference on discrimination based on social network content to the Employment Committee. Members were informed of this at today's Annual Retreat and were enthusiastic. The rest of the Retreat was devoted to planning the coming year.

Several of Prof. Mitch's students attended a pre-hearing conference of Examiner Blackwell's this week. The case involved an age discrimination complaint that has been covered by local media. It settled.

Staff is monitoring SB 107; a recent strict anti-undocumented immigration law passed in Alabama; and legislation that would force the UW to return federal funds they receive to provide internet services to various bodies, including the City of Madison, evidently in favor of employing a more costly private company to supply these services. This would obviously have a large impact on the City's budget.

It was decided to add SB 107 as a discussion item on the next agenda, preferably with a representative from the City Attorney's office in attendance.

Enemuoh-Trammell added to her report at this time that she participated in the Urban League's First Annual Workplace Diversity and Leadership Summit this week. One of the keynote speakers was Renae Murphy from Coca-Cola, who discussed a multi-million dollar lawsuit they were involved in and the steps they subsequently took to increase diversity. Murphy may be willing to return to Madison to speak to area businesses.

8. [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. Enemuoh-Trammell reported that the Executive Committee did not meet due to lack of quorum.

b. As this item was already addressed in the Division Manager's report, the Commission moved on to Item 9.

9. [12507](#)

COMMON COUNCIL UPDATE--For information only. No action required.

*Ald. Brian Solomon will provide an update on Common Council actions since the last Commission meeting.*

A resolution recognizing Cindy Wick's contribution to the City was presented by Mayor Soglin at the Common Council meeting Tuesday and went very well.

Overall, the Council's main focus is the budget. While previously we have seen proposed 5% or 8% cuts that do not actually go through, this year those cuts will probably be adopted.

Redistricting has been done based on the 2010 Census. Two Alders will no longer live in the district that they represent. Ald. Solomon will be redistricted out of District 10 starting in July. Though he will represent District 10 he will no longer live in it, and it will include neighborhoods that were previously in other districts and therefore did not actually elect him to represent them. The Commission agreed to ask the Executive Committee to consider an item on redistricting for the next EOC agenda.

Due to Ald. Solomon's having to leave shortly, he asked to address Item 11 at this time. By consensus it was agreed that it could be discussed. He reminded the Commission of the resolution he sponsored renouncing the voter ID legislation that the Council passed in February (legis. no. 21412, <http://legistar.cityofmadison.com/detailreport/?key=23694>), and asked that if the Commission needed him to do anything else on the Council level to please let him know. Secondly, he reported that during the several days he spent among area homeless recently, individuals responded to Real ID in a positive way. They did not have IDs and were excited about having a government-issued ID. But when Ald. Solomon informed them of the steps they would have to take to obtain such an ID, like getting a copy of their birth certificate, their attitudes changed significantly.

Ald. Solomon left at 6:00 p.m.

- Present:** 7 -  
Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh and Benjamin M. Nerad
- Absent:** 3 -  
Amanda L. Harrington; Charles E. McDowell and Donna V. Hurd
- Excused:** 2 -  
Brian L. Solomon and Rick Cruz

## DISCUSSION ITEMS

10. [21989](#) April EOC Term Expirations and Executive Committee Membership-Enemuoh-Trammell

Nuñez reported that the Mayor will maintain the ten-year rule, does not want individuals serving on multiple commissions/committees/boards, and does not want "alternate" voting members used to achieve a quorum. But we have not heard definitively who will remain on EOC and who will not be reappointed.

Discussion ensued, and it was concluded that it would be appropriate for the Ad Hoc Nominating Committee to meet before the July EOC meeting to nominate the next Executive Committee. On a motion from Zipperer, seconded by Benford, the Ad Hoc Nominating Committee composed of Nia Enemuoh-Trammell, Amanda Harrington, and Ben Nerad was approved. Motion

passed by voice vote/other.

11. [21574](#) 2011 Wisconsin Act 23 -- the "Voter ID" Legislation -- Enemuoh-Trammell

Attachments: [sb 6 milwaukee article.pdf](#)  
<https://docs.legis.wisconsin.gov/2011/related/acts/23>

Nuñez reported that the voter ID legislation is now law. DCR staff has been working with the City Clerk and the Mayor's Office to organize summer mock-election training. This would not only get the word out to potential voters, who would go through the process and learn what does and does not constitute an appropriate ID, but would also help train election officials as to what issues might come up.

Nuñez has begun drafting leaflets on viable IDs and how voters can obtain them, and continues to work with community organizations to inform the public. She has also asked the ACLU if they will challenge this law as they did with a similar law in Indiana, but as the two situations are slightly different they are not sure yet what their approach will be. They may be looking into tracking subsequent disparate effects. Commissioners and staff discussed the issue, including such questions as how one might document incidents of individuals who can't afford to get a copy of their birth certificate and how Indiana Clerks are educating their voters. Various ideas were proposed in terms of making it easier for voters to obtain copies of their birth certificates, including having links on the DCR web site to the records offices of neighboring states. Nuñez will contact IT about this.

The following action items were proposed:

- Walsh will continue looking into having the UW distribute voting information with student orientation materials.
- Zipperer would like to see voting information distributed to seniors throughout the Madison Metro School District.
- Zipperer and Nuñez would like to see voter information distributed with water utility bills or other similar mass mailings.

It was also suggested that an Ad Hoc Voter ID Committee be formed, perhaps to form a voter ID coalition with other community groups.

On a motion made by Benford, seconded by Zipperer, the current item was referred to the next meeting. Motion passed by voice vote/other.

12. [15741](#) INTRODUCTION OF FUTURE ITEMS FROM THE FLOOR

SB 107, the housing legislation; Item 10, April EOC Term Expirations; and Item 11, 2011 Wisconsin Act 23, the Voter ID Legislation, will appear as discussion items on the next agenda.

## ADJOURNMENT

On a motion by Benford, seconded by Quinlan, the meeting adjourned at 7:07

p.m.

Minutes prepared by Rachel Campbell.