

Equal Economic Opportunities Commission Proposal

Formerly Employment Sub-committee of the Equal Opportunities Commission

Governance

The Equal Economic Opportunities Commission will be a standalone commission under the Division of Civil Rights along with the Affirmative Action Commission and the Equal Opportunities Commission. Members will be appointed by the Mayor and confirmed by the Common Council.

Mission

To assist the City of Madison of in the areas of employment discrimination, fair employment issues; develop and support the community's understanding of and commitment to fair employment and the value of diversity in the workplace. The Equal Economic Opportunities Commission will also support and initiate discussion and proactive measures around unions, co-op models, emerging business models and who that plays into the workforce of today and tomorrow.

Composition

The commission shall be made up of 2 large business representatives 2 small business representatives, 3 union representatives (one from each: manufacturing, building trades and service industry), 3 workforce or minor advocacy agency representatives (Workers' Rights Center, Centro Hispano, Urban League), 2 at large representatives and an alder. This provides a unique mix of perspectives on employment issues and approaches to address inequity, discrimination and diversity in the workplace.

Membership

Standard Commission Membership requirements

Meeting Time

TBD

All meetings are open to the public and are posted according to Wisconsin's Open Meeting Laws.

Projects/Initiatives

Training for Members and Other Interested Parties

- Intergenerational Issues in the workplace
- Recruitment and Retention
- Diversity

- Quarterly Educational Sessions on workplace trends, EO and AA laws and changes, best practices and measurements as it relates to equal opportunities in employment

Advisory Initiatives

- As needed to the Mayor's Office and Common Council regarding the impact of proposed ordinances, regulations, etc. on business and the workforce.

Major Events

- Diversity Fair
- Diversity Conference

Education and Outreach Efforts

- Working with Madison Metropolitan School Districts to conduct workshops for students in independent living classes and alternative programming.
- Partnering with Commonwealth Development and Youth Services of South Central WI youth employment programs providing job readiness skills, mentoring and shadowing to program participants.
- Collaborate with other programs such as MATC, Madison Urban Ministry to reach jobseekers through the city.
- Partnering with Dane County Job Service and the Urban League of Greater Madison to conduct Mock Interviews with participants, subscribe to the services of Dane County JobNet and participate in job and career fairs.

Goals and Objectives

Outreach and Major Event

- Improve ease of employer posting jobs on local sites
- Recruit a Representative from the job center to serve on the Subcommittee
- Educate employees to help direct job seekers to know how to apply for jobs
- Partner with SHRM and others programs to promote equal opportunities

Internal Development and Informational Session

- Educate ourselves City services and best practices among ourselves
- Obtain quarterly updates on Commission and DCR initiatives and issues
- Plan informational sessions on local and national fair employment and affirmative actions laws or changes
- Identify and plan for emergent opportunities.