



City of Madison

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

Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION

*Consider: Who benefits? Who is burdened?
Who does not have a voice at the table?
How can policymakers mitigate unintended consequences?*

Thursday, July 10, 2025

5:00 PM

Virtual Meeting

The City of Madison is holding the Equal Opportunities Commission meeting virtually to help protect our community from the Coronavirus (COVID-19) pandemic.

1. **Written Comments:** You can send comments on agenda items to eoc@cityofmadison.com

2. **Register for Public Comment:**

- Register to speak at the meeting.
- Register to answer questions.
- Register in support or opposition of an agenda item (without speaking).

If you want to speak at this meeting you must register. You can register at <https://www.cityofmadison.com/MeetingRegistration>. When you register to speak, you will be sent an email with the information you will need to join the virtual meeting.

3. **Watch the Meeting:** If you would like to join the meeting as an observer, please visit <https://www.cityofmadison.com/watchmeetings>.

4. **Listen by Phone:**

(877) 853-5257 (Toll Free)

Webinar ID: 811 4756 3577

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:06 pm, Benford presiding.

Present: 11 - Sean O'Brien; Sheray L. Wallace; Melanie G. Ramey; Deana Wright; Brian D. Benford; Anushri S. Bangalore; Linda J. Ketcham; Katriel Tan Williams; Araceli Esparza; Robert Klebba and Zach A. Madden

Absent: 1 - Barbara Harrington-McKinney

PUBLIC COMMENT

1. [88907](#) Public Comment: (July 10, 2025)

There were no public comments.

APPROVAL OF MINUTES

Motion to move the approval of minutes by Ramey, seconded by Tan. Motion unanimously passed by voice vote.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

NEW BUSINESS

DISCUSSION ITEMS

2. [87483](#) Adopting the Updated Elected and Appointed Official Code of Ethical Conduct

Karen Kapusta-Pofahl, Chief of Staff, Common Council provided a presentation regarding the referral from the Common Council.
Klebba moved to refer this to be discussed at the next meeting; seconded by Ramey. Passed by unanimous voice vote. This will be included on the next meeting agenda as an action item.
3. [86947](#) Reverend James Wright Award Timeline

The award presentation will be Tuesday, July 14th at 6:30. Benford will present the award.
4. [87443](#) Non-Discrimination Clause - Klebba

Klebba did not have a report at this time. However, Klebba was in contact with the chair of the Affirmative Action Commission and was invited to a meeting that was cancelled. This will be reviewed at the next meeting.
5. [85693](#) EOC Work Plan

We will remove the subheading, Discrimination in the Workplace. A general discussion was held regarding listening sessions and the work plan. Additional people are needed to help with the organization of this Ad Hoc committee. The next location will be on the south side of Madison.
6. [83906](#) Future Topics

The Hearing Examiner will contact the two designated Commissioners to get started on the review and revisions of the ordinance.

There were no comments relating to the possibility of a semi-annual EOC newsletter or blog.

A suggestion was made to invite property management company to discuss housing discrimination issues. The plan is for a collaborative, productive discussion.

Retreat planning will be added to next month's agenda. A suggestion was made to invite Dr. Corinda Rainey-Moore to the retreat to recognize her for her

Ten Years of Service.

The president would like the commission to write a collective letter regarding the current climate against the hate, uncertainty in our climate today to say the commission is opposed to what we are seeing.

7. [88445](#) EOC 2025 Vacancies

There is one vacancy for a Commissioner and one vacancy for the alternate on the Appeals Committee.

REPORTS

8. [77682](#) Alder Report to the EOC

There was no Alder report.

9. [57765](#) EOD Manager Report:
Technology updates, HUD Project updates, Training and Outreach, Special Projects, Employment/Housing/Public Accommodations Updates

The EOD Manager was not present. However, the DCR Director, Norm Davis, provided highlights regarding a housing research project and more resources for training for property management as well as provided technology updates..

ADJOURNMENT

**Motion to adjourn by Ramey, seconded by Klebba by unanimous vote.
Meeting adjourned at 6:13 pm**