



City of Madison

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

Meeting Minutes - Draft 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, August 14, 2025

5:00 PM

Virtual Meeting

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: 858 8462 9434

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:00 pm, Commissioner Ramey presiding.

Present: 7 - Sheray L. Wallace; Melanie G. Ramey; Deana Wright; Linda J. Ketcham; Araceli Esparza; Robert Klebba and Zach A. Madden

Absent: 2 - Sean O'Brien and Barbara Harrington-McKinney

APPROVAL OF MINUTES

Motion to move the approval of minutes by Commissioner Klebba, seconded by Commissioner Wallace. Motion unanimously passed by voice vote.

PUBLIC COMMENT

1. [89288](#) Public Comments (August 14, 2025)

There were no public comments.

DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

NEW BUSINESS

2. [89522](#) Introduction of the Interim EOD Manager

Assistant City Attorney, Adriana Peguero, introduced herself as the Interim EOD Manager.
3. [87483](#) Adopting the Updated Elected and Appointed Official Code of Ethical Conduct

Commissioner Klebba made a motion to approve two with general changes; 1. define the acronym BCC and be clear in the language when referring to appointed official and BCC member and make corrections throughout the document and 2. provide a clear link to the City of Madison website for public civilians to review the Alder's Code of Conduct to make complaints on Alder's behavior and lack of conduct. It was seconded by Commissioner Ketcham. The vote was unanimous.

Return to Lead with Recommendation for Common Council to Adopt

DISCUSSION ITEMS

4. [87443](#) Non-Discrimination Clause - Klebba

Commissioner Klebba attended the Affirmative Action Commission on August 7; however, they did not have quorum. The Commissioner did not discuss with them the spreadsheet he created based on the number of protected classes in the EOC and AA ordinance and found inconsistencies. There were three additional protected classes that couldn't be found anywhere.
5. [85693](#) EOC Work Plan

Commissioners discussed postponing the planned retreat. Commissioners noted the September in person meeting will begin the initial planning for the retreat. The Commission is inviting several community representative to the EOC meeting(s) to discuss emergent immigration and deportation rights and issues occurring both in the City of Madison and throughout the state.

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.

7. [88445](#)

EOC 2025 Vacancies

There are four vacancies for a Commissioner and one vacancy a member and one vacancy for the alternate on the Appeals Committee.

REPORTS

8. [77682](#)

Alder Report to the EOC

An alder report was not presented.

9. [57765](#)

EOD Manager Report:
Technology updates, HUD Project updates, Training and Outreach, Special Projects, Employment/Housing/Public Accommodations Updates

An EOD report was not provided.

ADJOURNMENT