



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, September 11, 2025

5:00 PM

215 Martin Luther King, Jr. Blvd.
Room 215 (Madison Municipal Building)

In-Person Only

The City of Madison is holding the Equal Opportunities Commission meeting in-person only at the Madison Municipal Building in Room 215.

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

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 in-person meeting.

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

Call to Order/Roll Call

The meeting was called to order at 5:11 pm, Commissioner Ramey presiding.

Present: 9 - Sean O'Brien; Barbara Harrington-McKinney; Sheray L. Wallace; Melanie G. Ramey; Deana Wright; Linda J. Ketcham; Araceli Esparza; Robert Klebba and Zach A. Madden

Public Comment

1. [89889](#) Public Comments (September 11, 2025)

There were no public comments.

Approval of Minutes

Motion to move the approval of minutes by Commissioner Ketcham, seconded by Commissioner Wallace. Alder Harrington-McKinney and Alder O'Brien

abstained. Motion passed by voice vote.

Disclosures and Recusals

There were no disclosures or recusals.

New Business Items

2. [89696](#) Emergent Immigration, Deportation and Housing Issues

Linette Rhodes, CDD, presented the Point in Time Study results.
3. [89890](#) Team Building Exercise

This was revised to be an introduction of the Commissioners, Alders and attendees with a little information about their backgrounds.
4. [86102](#) Community Listening Session

A motion by Commissioner Esparza and seconded by Commissioner Wright with the tentative date and location for the Community Listening Session to be Thursday, October 23rd at The Hub on Park Street. The motion passed.

There were discussions surrounding the requirement to notice subcommittee meetings and the whether the Community Listening Sessions were required to be recorded.

Discussion Items

5. [85693](#) EOC Work Plan

There was a discussion regarding the upcoming Community Listening Session with the topic, Discrimination in the Workplace as well as beginning to think about initial retreat planning.
6. [87443](#) Non-Discrimination Clause - Klebba

Commissioner Klebba met with the Affirmative Action Commission's Chair, Jasmine Banks, and would like to meet with Attorney Peguero to discuss ordinances that are different and the other commissioners/alders were encouraged to review them as well.
7. [88445](#) EOC 2025 Vacancies

A discussion was held regarding the four vacancies and the vacancies on the Appeals Committee. There is also a vacancy on the Executive Committee.

Commissioner Klebba made a motion to appoint Commissioner Wallace on the Appeals Committee and to appoint Commissioner Madden as the alternate on the Appeals Committee. The motion passed by voice vote.

Discussion was held regarding on boarding of new commissioners and the need for open meetings law and Robert's Rules of Order reminders.

Commissioner Esparza made a motion that the Commission would have a plan of recruitment in place by the next meeting on October 9th, seconded by Commissioner Ketcham. The motion passed by voice vote.

8. [83906](#)

Future Topics

The EOC Ordinance Update will be removed and added once a new Commissioner is added to replace the resignation of one member and the subcommittee is restarted.

The commission is still planning to invite management companies to discuss housing discrimination issues.

The Appeals Committee date has been confirmed as November 20, 2025 at 4 pm. The additional member and alternate to the Appeal Committee have been appointed and approved by the Commissioners.

Reports

9. [77682](#)

Alder Report to the EOC

An Alder Report was not presented.

10. [57765](#)

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

An EOD manager report was not provided. However, Attorney Peguero provided remarks.

Adjournment

The motion for adjournment was made by Commissioner Wallace, seconded by Commissioner Wright. The motion carried. The meeting adjourned at 7:46 pm.