



City of Madison

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

Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION

Thursday, April 14, 2011

5:00 PM

215 Martin Luther King, Jr. Blvd.
Room LL-120 (Madison Municipal Building)

1. CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:05 p.m. by Enemuoh-Trammell, President.

Present: 8 -

Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Katherine Cramer Walsh; Amanda L. Harrington; Charles E. McDowell and Benjamin M. Nerad

Absent: 1 -

Donna V. Hurd

Excused: 4 -

Brian L. Solomon; Bert G. Zipperer; Rick Cruz and Lisa Subeck

Staff: Rachel Campbell and Lucía Nuñez

2. APPROVAL OF MINUTES

On a motion made by Walsh and seconded by Benford, the February 10, 2011 minutes were approved without correction. Motion passed by voice vote/other.

3. PUBLIC COMMENT

There was no public comment, though two members of the public were present to observe the meeting: UW-Madison student Karl Clay and social worker Maggie Hipshen. Enemuoh-Trammell conducted a round-robin introduction of Commissioners and staff for the guests.

4. DISCLOSURES AND RECUSALS

None.

Hurd arrived at 5:10 p.m.

- Present:** 9 -
Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Katherine Cramer Walsh; Amanda L. Harrington; Charles E. McDowell; Donna V. Hurd and Benjamin M. Nerad
- Excused:** 4 -
Brian L. Solomon; Bert G. Zipperer; Rick Cruz and Lisa Subeck

REPORTS

5. [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.

Nuñez had several meetings this week with Mayor-elect Paul Soglin and members of his transition staff, and will have a formal meeting with him as the head of the Department on Friday.

Due to term expirations and Common Council appointments, the EOC is looking at several vacancies. DCR staff will send an email to members of all three of its Commissions (Equal Opportunities, Affirmative Action, and the Commission for People with Disabilities) with links to the Mayor's Office's web site that features the Commission application, the statement of interests form, and instructions on how to apply. This site can be found at <http://www.cityofmadison.com/mayor/mycommit/>. Commissioners are highly encouraged to forward this information to interested parties.

On April 12, Nuñez attended the all-day Sentencing Project conference hosted by the Dane County Office of Equal Opportunities, including the Task Force on Racial Disparities, featuring keynote speaker Marc Mauer of the Sentencing Project. She reported that the statistics on minorities and incarceration remain alarming. Though Mauer pointed out that the fact that we are discussing the issue at all is a good thing, the next step is to implement this knowledge via practical action.

The EOD has submitted 42 cases towards its 69-case 2011 contract with the EEOC, which has raised its per-case payment this year from \$550 to \$600.

Fiscal notes have been added recently to SB 6, the Voter ID bill, specifically with respect to the calculated cost of waiving the DMV's \$18 fee for issuing IDs. Nuñez opted to get into more detail on this subject when it comes up on agenda item 11.

Finally, Nuñez reported that the Affirmative Action Division is monitoring possible changes to the State's Prevailing Wage laws.

Enemuoh-Trammell asked what the Mayoral changes may mean for the DCR and EOC, and discussion ensued. Nuñez reported that based on her meetings with the Mayor-elect she has not gotten any indication of pending administrative changes to the Department, though she'll have more detail on

that after her meeting with Soglin on the 15th. As for the EOC, two of our members were recently elected to the Common Council and another member has served for 12 years: we do not know yet if the Mayor-elect will allow us to have two Alders, or which Alder will elect to stay; or if the Mayor-elect will uphold the 10-year rule.

The Mayor-elect has expressed interest in encouraging diversity among the City's Commission, Committee, and Board memberships, and is also seeking applications for mayoral aides: Once again, Commissioners were encouraged to forward this information to interested parties.

6. [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 and his students are still working on a draft of the pro-se litigation manual, and are still working with Trudy Martin, the EOD Hearing Examiner's assistant, on scheduling a time when they might attend a hearing or pre-hearing conference. Enemuoh-Trammell will schedule another meeting with Mitch to determine what progress has been made and whether assistance or guidance might be needed.

Due to this month's term expirations, including that of our President, decisions will need to be made soon on the Executive Committee's membership. As this subject is appearing on agenda item 10, however, Enemuoh-Trammell opted to re-address the topic at that time.

7. [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. Executive Committee -- Bustamante reported that the Committee discussed term expirations and the impact SB 6 may have on the populations the EOC advocates for. They also referred the Resolution Providing Notice to Referrals Prior to Common Council Action to a later meeting due to Zipperer's absence: Quinlan added that the Committee also felt it would be best to come back to the Resolution once the new Council leadership is in place.

b. Employment Committee -- Nuñez reported that today's meeting of the Committee featured a lot of discussion on the use of credit history in making employment decisions. There are no established best practices out there at present, so employers and HR administrators have a lot of questions.

Also, the Employment Committee's Annual Retreat will be held on June 9th from 8:30 till 1 p.m.

Commissioners discussed the issue of credit history use in employment. Nuñez pointed out that an applicant's credit history can be substantially related to some jobs, such as those involved with finance or with a very high amount of responsibility; but frequently it appears to be irrelevant. The EOC's recent Ordinance amendments to 39.03 include protections for credit history in employment: Commissioners requested more information on the extent to which credit history is protected. This subject will be placed as an item on the next agenda.

8. [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.

In Ald. Solomon's absence, Nuñez reported that the swearing-in ceremony for the Mayor and new and re-elected Alders will be held at noon on Tuesday, April 19th, in the Common Council chambers. The Council will also have a regular meeting that evening at 6:30. DCR staff will meet with the new Alders as part of their upcoming orientation, at which time they will invite them to attend an EOC meeting.

9. [21990](#) Employment Subcommittee New Member Application: David Witkowski

Attachments: [emp comm app witkowski.pdf](#)

On a motion from Benford and seconded by Bustamante, the Employment Committee new member application for David Witkowski was approved. Motion passed by voice vote/other.

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

President Enemuoh-Trammell's term has expired and she will not be seeking re-appointment, though as EOC policy generally requires members to serve until replaced she will continue to attend meetings and help ease the transition. Quinlan and Bustamante expressed interest in remaining on the Executive Committee, while Benford expressed interest in serving on the Executive Committee as well. The Commission reviewed the process of nominating, recommending, and electing Executive members, and Harrington volunteered to serve on the Nominating Committee. Nerad and Enemuoh-Trammell also tentatively volunteered to serve if other members could not do so. An email will be sent by staff soliciting volunteers.

Harrington left at 5:54 p.m.

Present: 8 -

Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Katherine Cramer Walsh; Charles E. McDowell; Donna V. Hurd and Benjamin M. Nerad

Excused: 5 -

Brian L. Solomon; Bert G. Zipperer; Rick Cruz; Amanda L. Harrington and
Lisa Subeck

11. [21574](#)

Wisconsin 2011 SB 6 -- The "Voter ID" Bill -- Enemuoh-Trammell

Link to legislation:

http://www.google.com/url?sa=t&source=web&cd=1&ved=0CBwQFjAA&url=http%3A%2F%2Flegis.wisconsin.gov%2F2011%2Fdata%2FSB-6.pdf&ei=b2BVTcGTDCkgtgeS_MGvDQ&usg=AFQjCNG2e6oyONmJGhWZBYsBJ--fzFnRQw

Attachments: [sb 6 milwaukee article.pdf](#)

Enemuoh-Trammell reported that the Executive Committee discussed this in some depth at their last meeting, and though the Council has already passed a resolution against SB 6 (legis. file. no. 21412) this bill and its impact falls squarely under the EOC's purview.

Nuñez reported that action taken on SB 6 had been very quiet until this week, when fiscal notes appeared. She stressed that as a Department staff do not and cannot advocate either for or against this bill, but are looking into how it may affect the populations we work with. Her research and work with the Clerk and Mayor's Offices have indicated that the following groups of people may become disenfranchised: Students, African-Americans, Latinos, the elderly, and people with disabilities. Nuñez has met and will be meeting with the League of Women Voters, LaSup, ACLU, and AARP to discuss this issue, and though the Clerk's Office has been very busy lately with the Supreme Court recount they continue to keep the DCR informed of updates they receive from the Government Accountability Board.

If the bill is passed and not challenged in the courts, it will go into effect in 2012. In the pursuit of preparedness, the DCR is assuming that the bill will pass unimpeded: This doesn't give us much time to educate the populations we work with as to what impact the bill might have on them.

The Commission discussed the bill, possible legal challenges, the accessibility of DMVs -- particularly in rural areas, the Common Council's resolution, the role of the EOC, and the use of public libraries as a potential resource for educating the public. Nuñez also recommended the Brennan Center for Justice's work (www.brennancenter.org), particularly the paper entitled "The Driver License Status of the Voting Age Population in Wisconsin," on the impact voter id restrictions would have not only on disadvantaged populations but on taxpayers. It was noted that, at least as of Wednesday, there was still no fiscal note on SB 6 providing funds for voter education.

Also during discussion, Hurd -- whose term expires this month -- expressed interest in re-instatement with the EOC.

12. [15741](#)

INTRODUCTION OF FUTURE ITEMS FROM THE FLOOR

As previously noted, the EOC's item on SB 6 (legis. file. no. 21574) will remain a standing item for the time being. An item on the use of credit history in employment will also appear on the next agenda, as well as an item presenting the Executive Committee's Nominating Committee for approval.

ADJOURNMENT

On a motion made by Benford and seconded by Hurd, the meeting was adjourned at 6:30 p.m.

Minutes prepared by Rachel Campbell.