City of Madison

Meeting Minutes - Approved

EQUAL OPPORTUNITIES COMMISSION

Thursday, July 9, 2015	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 5:09 P.M. by Moriah Grace, designated Chair. Attendance followed:

Present: Moriah Grace, Sean Saiz, Susan Schmitz, Kira Stewart, John Quinlan, Zach Madden, Kathy Cramer, Adam Brabender, and Alder Rebecca Kemble
Excused: Percy Brown, Jr., Chuck McDowell, Bill Fetty, and Corinda Rainey-Moore
Others Present: Lucía Nuñez (Director, Dept. of Civil Rights), Charlyn Cruz-Nuñez (Investigator/Conciliator, Dept. of Civil Rights), and Alyssa Riphon (Investigator/Conciliator, Dept. of Civil Rights)

Adam Brabender arrived at 5:20 P.M.

2. APPROVAL OF MINUTES

Susan Schmitz moved to approve the minutes of the June 11, 2015 meeting. Kathy Cramer seconded the motion, which passesd by voice vote/other.

3. PUBLIC COMMENT

There was no public comment.

4. DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

REFERRAL FROM MAYOR

5.   **39201**   Review of the City of Madison Parks Division cemetary Confederate flag policy

Attachments: Flag Policy (Forest Hill).pdf

National Park Service Director's Order re; National Cemetary Operations.pdf

Lucía Nuñez provided a context and explanation of this item. The Commission discussed aspects of the Confederate Flag, such as history and symbolism of the flag. They also created a list of clarification questions of the current policy to ask staff. The Commission discussed the right to expression and equal policy application.

Commissioners decided hold on the item until they receive clarification and will revisit if necessary.

REFERRALS FROM COMMON COUNCIL

6.   **38877**   Creating Section 39.08 and Section 33.07(7)(k)14. of the Madison General Ordinances to create a policy requiring certain city contractors to "Ban the Box" by eliminating questions about criminal and arrest record in their hiring practices, when contracting with the City, creating Sec. 33.07(7)(k)14. to make Ban the Box a prequalification requirement, and amending Sec. 39.07(3)(c)10. to exempt credit rating agencies from the Equal Benefits ordinance.

Sponsors: Paul R. Soglin, Maurice S. Cheeks, Shiva Bidar-Sielaff, Sara Eskrich, Amanda Hall, Marsha A. Rummel and Matthew J. Phair

Attachments: Ban the Box adopted Resolution

Vulnerable Populations Resolution

Version 1

Version 2

38877 Amendments from floor

Lucía Nuñez provided context for this item. Commissioners asked clarifying questions surrounding fiscal impact, precedent from other municipalities, investigation process, and community impact.

John Quinlan moved to refer this item to the EOC Employment Subcommittee. Susan Schmitz seconded the motion, which passed by voice vote/other. The Commission also referred this item to the September Equal Opportunities Commission meeting in order to take the EOC Employment Subcommittee feedback in to consideration when voting on the item.

7.   **37861**   Creating Section 26.14 and amending Sec. 1.08(3)(a) of the Madison General Ordinances to establish a child sex offender cannot reside within 2000 feet of a school or community center and establish bail deposit schedule for violation thereof.

Sponsors: Anita Weier, Maurice S. Cheeks, Larry Palm and Paul E. Skidmore

Attachments: Body
Map

Alder Rebecca Kemble provided the Commission with a context and history of this item. The Commission discussed the positive and impact this ordinance would have on the community.

Kathy Cramer moved to recommend council not to adopt the ordinance. Zach Madden seconded the motion. The Commission held a discussion about the exclusionary nature of this ordinance and its probable negative impacts, such as an increase in homelessness. After reviewing the research and evidence presented, the Commission concluded this law would not make children safer. The Commission discussed other options which may proivde a greater, more positive impact on the community. The motion passed by voice vote/other.

DISCUSSION / ACTION ITEMS

8.   **38857**   Officer Elections for the Equal Opportunities Commission

John Quinlan moved to suspend the rules and postpone the elections to the August EOC meeting. The motion was seconded by Sean Saiz and passed by voice vote/other.

9.   Racial Equity in the Criminal Justice System

The Commission held a discussion of this item and requested staff to begin setting up presentations for research purposes. Commissioners provided staff with suggestions for presentations.

REPORTS

10.   Director's Report

Susan Schmitz exited the meeting at 6:30 P.M. Quorum was still established.

Lucía Nuñez provided an update on the following items:
- Operating budget begins, Department of Civil Rights to present a 3% budget decrease
- Investigators working on the creation of an outreach program and educational materials about homeless and non-religion protected classes
- AASPIRE and Youth internships
- Lucía Nuñez out of the office next month

11. President's Report

> **Moriah Grace updated the Commission on the following items from the EOC Executive Committee:**
> **- EOC Employment Subcommittee next steps**

12. Committee Reports

> **Alder Rebecca Kemble updated the Commission on the following items for the Common Council report:**
> **- Homeless protected class reconsideration**
> **- Proposal to not allow lobbyists to serve on committees/commissions**
>
> **Sean Saiz updated the Commission on the following items for the EOC Employment Subcommittee:**
> **- Retreat**
> **- Revamping the subcommittee and mission to address equity in employment**
> **- Requests EOC to bring direction to the subcommittee at their September meeting**

13. **FUTURE TOPICS FROM THE FLOOR**

> **There were no future topics from the floor.**

14. **ANNOUNCEMENTS**

> **- Disability Pride at Brittingham Park**
> **- LGBT Pride in August**
> **- Kira starts new job**

15. **ADJOURNMENT**

> **John Quinlan moved to adjourn the meeting at 7:04 P.M. The motion was seconded by Adam Brabender and passed by voice vote/other.**