



City of Madison

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

Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION

Thursday, May 12, 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 5:09 p.m. by President Enemuoh-Trammell.

Present: 8 -

Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Charles E. McDowell and Donna V. Hurd

Absent: 2 -

Brian L. Solomon and Amanda L. Harrington

Excused: 2 -

Rick Cruz and Benjamin M. Nerad

Staff: Rachel Campbell, Melissa Gombar, and Lucía Nuñez

2. APPROVAL OF MINUTES

On a motion from McDowell, seconded by Benford, the April 14, 2011 minutes were approved without correction. Motion passed by voice vote/other.

3. PUBLIC COMMENT

None.

4. DISCLOSURES AND RECUSALS

None.

REPORTS

5. [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.

Enemuoh-Trammell reported that, over the course of last week and this week, various African-American leaders in the community met with each other and with the Mayor to discuss improving the quality of life for people of color in Madison. Enemuoh-Trammell voiced the EOC's concerns about getting a more diverse population appointed to the City's commissions, committees, and boards, as well as improving bodies' communication and interaction with the Common Council, with the leaders that met with Mayor Soglin but was unable to attend the meeting due to a conflict. She will follow up with those who were able to meet with the Mayor on Monday to see how it went.

Enemuoh-Trammell, Nuñez, and Division Manager Ariel Ford have previously had conversations about issues pertaining to the July elections. The Mayor plans several changes with respect to appointments to commissions, committees, and boards, which Nuñez will address in her report.

Ald. Solomon arrived at 5:18 p.m.

Present: 9 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Charles E. McDowell and Donna V. Hurd

Absent: 1 -

Amanda L. Harrington

Excused: 2 -

Rick Cruz and Benjamin M. Nerad

6. [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.

Next week Nuñez and Investigator/Conciliator Annie Weatherby-Flowers will be attending the annual EEOC conference. Currently, the Division has submitted 47 cases toward its 2011 contract of 69 cases.

Today Nuñez participated in the first Mayoral meeting on commission, committee, and board appointments. They did not get through all the appointments and still have work to do. Nuñez reported that the Mayor is very focused on recruiting and retaining a diverse population of appointees to these bodies, including representatives of different races and genders as well as different socio-economic backgrounds, employments, interests, etc. The Mayor will continue to enforce the 10-year rule – meaning that appointees cannot be reappointed to a body after they have served 10 years – and will possibly discourage individuals from serving on multiple bodies at the same time. The use of alternate voting members when a body cannot achieve a quorum may also be eliminated.

Staff has been fielding requests for data on the racial/ethnic makeup of the City and anticipate preparing a report and doing a briefing on that. In the meantime,

staff has been informed that our Mayoral liason will be Astra Iheukumere, a familiar face to DCR staff whom they look forward to working with.

CPD has been working on their goal of requiring that 10% of each multi-family dwelling in Madison be fully accessible; however, it looks like both state and federal guidelines mandate that municipalities cannot have their own more stringent, independent building codes, which this would certainly be. So at this point the CPD is looking into introducing a resolution encouraging the City to examine and possibly reconcile these two factors.

Finally, DCR staff were largely out of the office Monday afternoon due to a bomb scare, and Tuesday a brush fire prevented many staff and Commission members from attending the AAC meeting.

7. [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.

As of July, the neighborhood where Ald. Solomon lives will no longer be within the district he represents due to the recent census and subsequent redistricting. However, he will continue to represent that district (District 10) for the next two years, as elected. The redistricting has affected everyone on the Council and is simply a matter of unfortunate timing: The census reflected huge gains downtown and on the far east and west sides, and districts needed to be adjusted accordingly.

8. [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: Enemuoh-Trammell reported that the Executive Committee did not meet due to lack of quorum.

b. Employment Committee: Gombar reported that today's meeting was mostly devoted to an informational session: Members shared best practices in hiring and recruiting.

DISCUSSION ITEMS

9. [21989](#) April EOC Term Expirations and Executive Committee Membership-
-Enemuoh-Trammell

Item 9 was tabled until the next meeting pending updates from the Mayor's Office regarding appointments.

10. [22176](#) The Use of Applicants' and Employees' Credit History in Employment

Discussion on credit history protections included in MGO 39.03, the Equal Opportunities Ordinance: 39.03(8)(a) - (f), and 39.03(8)(i)7:
<http://www.cityofmadison.com/dcr/documents/MGOch39.03.pdf>

Attachments: [2011 training schedule.pdf](#)
[credit history consumer report.pdf](#)

Gombar distributed and discussed sections of Madison General Ordinance 39.03, the Equal Opportunities Ordinance, relevant to credit history protections. She also distributed a printout of the Credit History section of "Updates to Madison's Equal Opportunities Ordinance 39.03," a PowerPoint presentation created by staff and posted on the DCR web site (<http://www.cityofmadison.com/dcr/documents/PublicNewProtections20110203.pdf>), as well as a handout comparing our ordinance protections to the federal definition of consumer reports and staff's 2011 Training Schedule at the Dane County Job Center (see attached). She then explained our ordinance's protections and when and how credit history may be used in employment decisions if it is substantially related to the job as defined in the ordinance, using case examples from the PowerPoint slideshow to illustrate. Discussion ensued and Gombar answered questions from Commissioners.

From what staff is hearing, employers are very interested in these protections. Staff has discussed this in depth with the Employment Committee and has provided training at the Job Center, and has recently fielded questions from attendees at a presentation involving our protections given by a third party. So the word is definitely getting out.

Ald. Solomon left at 6:14 p.m.

- Present:** 8 -
Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Charles E. McDowell and Donna V. Hurd
- Absent:** 1 -
Amanda L. Harrington
- Excused:** 3 -
Brian L. Solomon; Rick Cruz and Benjamin M. Nerad

11. [21574](#) 2011 Wisconsin Act 23 -- the "Voter ID" Legislation -- Enemuoh-Trammell

Link to legislation:

As SB 6:
<http://legis.wisconsin.gov/2011/data/SB-6.pdf>

As AB 7, incl. links and history:
<https://docs.legis.wisconsin.gov/2011/proposals/ab7>

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

Núñez reported that an amended version of the Voter ID bill passed the Assembly yesterday and will go before the Senate at their next meeting. Commissioners commenced discussing various issues, including the speed at which this legislation is being passed; whether voters will be able to obtain an ID from the DMV the same day they request one; how this bill compares with similar legislation in other states; the February resolution passed by the Common Council (legis. ID no. 21412) supporting the amendment or defeat of SB 6; and bus and/or cab accessibility to DMV offices. In terms of what the EOC can do to assist the potentially disenfranchised, the consensus among Commissioners was that educating voters on how the bill may affect them is the highest priority at this point. The Commission may need to look into tracking issues or problem-solving if and when the final version of the bill becomes law; but in the meantime the bill is still subject to amendments, and if passed no one knows whether it will be tied up in the court system and for how long.

Núñez reviewed the meetings and discussions EOD staff has had with various community groups, helping to keep organizers and the people they represent informed. The Commissioners continued discussions on how SB 6 might affect voter registration as well as other issues. Enemuoh-Trammell wrapped up discussion by instructing Commissioners to come to the next meeting with a list of proactive ideas for implementation to be examined by the group: The best, most feasible and effective ideas will be selected from the whole, and the Commission will act on them accordingly.

12. [15741](#)

INTRODUCTION OF FUTURE ITEMS FROM THE FLOOR

Item 9, legis. ID no. 21989, will appear on the next EOC agenda pending updates from the Mayor's Office; and Item 11, legis. ID no. 21574, will remain on the agenda as a standing discussion item. The next meeting will be primarily devoted to legis. ID no. 21574, "Wisconsin 2011 SB 6 – The 'Voter ID' Bill."

ADJOURNMENT

On a motion from Bustamante, seconded by Hurd, the meeting was adjourned at 6:35 p.m.

Minutes submitted by Rachel Campbell.