



# City of Madison

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

## Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION

---

Thursday, February 14, 2008

5:00 PM

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

---

These minutes are draft until approved at a subsequent meeting of the Equal Opportunities Commission.

### 1 CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:02 p.m., Bert Zipperer presiding.

**Present:** 9 -

Brian L. Solomon; Victoria S. Selkove; Desmond C. Steward; Bert Zipperer;  
Katherine Cramer Walsh; Carousel Andrea S. Bayrd; Megin H. McDonell;  
Susan A. Ellingson and Steven H. Morrison

**Excused:** 3 -

Nia Enemuoh-Trammell; Lauren M. Woods and Charles Holmes-Hope

### 2. APPROVAL OF MINUTES

A motion was made by Morrison, seconded by Selkove, to Approve the Minutes as amended. On page 4, the last line was changed to read "remove all words starting with 'unless' in the description of the definition of . . ." The motion passed by voice vote/other.

### 3. PUBLIC COMMENT

No public comment was received.

### COMMUNICATIONS

#### 4. [08364](#)

ANNOUNCEMENT OF COMMUNITY EVENTS--For information only. No action required.

Ford announced that Holmes Hope could not attend tonight's meeting. His Dean has asked him to be on hand to counsel students following the shooting at Northern Illinois University where 15 students were killed.

Ford also stated that Nuñez would not be at tonight's meeting due to a serious health condition for which she will undergo surgery on February 21.

**McDonnell reported that there appears to be some backlash against fair housing. Both Sun Prairie and Middleton have drafted ordinances allowing landlords to refuse to accept Section 8. This appears to be in violation of the County fair housing ordinance.**

## REPORTS

5. [08355](#) PRESIDENT'S REPORT--For information only. No action required.

Bert Zipperer, 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 as "New Business" on the next agenda.

**Zipperer stated that during the discussion of the Chronic Nuisance Ordinance he was surprised to learn that State Statutes cover spouses but not domestic partners. He suggested that the Commission might want to look at this at some time in the future.**

**He also urged Commissioners to think about new initiatives they would like to take up.**

6. [08356](#) 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 staff activities.
- c. Report on Townhall meetings

**Nuñez was unable to attend the meeting.**

7. [08357](#) DIVISION MANAGER'S REPORT--For information only. No action required.

Ariel Ford, Equal Opportunities Division Manager, will report on the following:

- a. Activities of the Division since the last meeting.
- b. Update on staff activities.
- c. Update on the EEOC Contract.
- d. Brief Educational Presentation on Requirements for Commission Review of Cases on Appeal

**Ford reported that Nuñez has a serious health condition. She will be out for an extended period and is scheduled for surgery on February 21.**

**The Equal Opportunities Division has been very active. So far the Division has not received information from the EEOC on the number of cases that are expected to be completed under the 2007 contract, which began October 1. An Education and Outreach Plan has been submitted to EEOC for some special funding. The Division will emphasize employer and employee rights and**

responsibilities relative to arrest and conviction record. Staff will visit Oakhill next Wednesday and are working with the Madison Urban Ministry (MUM).

The Division is also transitioning in its new administrative support person--Rachel Campbell.

Claudia Catota, bilingual Investigator/Conciliator, will attend hate crimes training in California at the end of the month. Ford will attend the annual EEOC training conference the week of February 25.

Wick reported that Lynette Boughton retired on January 3. The position has been announced. Until it is filled, Rachel Campbell will be working full time at the front desk.

8. [08359](#)

LIAISON REPORTS--For information only. No action required.

Reports summarizing discussions at meetings attended for information only. Any item raised for future discussion will be posted as "New Business" on the next agenda.

- a. Common Council--Ald. Solomon
- b. Affirmative Action Commission--Selkove and Zipperer
- c. Commission on People with Disabilities--Studesville

**a. Common Council: Ald. Solomon stated that he has seen an increase in comments by individuals demonstrating fear, stereotypes and prejudice around issues of race and immigration. He was particularly concerned about the placing of a deer carcass on a car in Monona.**

**With regard to the Commission's recommendations on the Chronic Nuisance Ordinance, he has met with Zipperer and Bayrd to review the recommendations and discuss strategy. He will sponsor the amendments. Allen stated that he should contact Jennifer Zilavy in the City Attorney's office about drafting the amendments.**

**He suggested alternative wording for Section 3(a)(b) instead of "consider alternatives." The Commission suggested "implement alternatives when available." He recommended "shall implement alternatives" and dropping "when appropriate."**

**b. Affirmative Action Commission: Selkove reported that the last two meetings have been cancelled due to weather. The Commission is concentrating on finalizing its reports to the Common Council relative to management composition and pay and membership on boards, commissions and committees.**

**The Commission has had conversations with Harper Donohue on recruitment for City jobs. He will be coordinating a job fair with mock interviews in cooperation with the Black Council of Churches.**

**Brad Wirtz, HR Director for the City, has been invited to the April meeting to discuss ideas about ways to improve recruitment.**

**c. Commission on People with Disabilities--No report was available.**

9. [08363](#) COMMITTEE REPORTS

A summary of activities at the Committee meetings held since the last Commission meeting will be provided for information only. No action required. Any item raised for discussion appears under Unfinished Business or will be posted as "New Business" on the next agenda.

- a. EOC Executive Committee--Bayrd
- b. EOC Employment Committee--Holmes-Hope or McDonell

**a. Executive Committee: Bayrd reported that the Executive Committee has completed the report on the recommended Chronic Nuisance Ordinance modifications. The Executive Committee is also examining adding a new protected class to protect people against discrimination based on the results of genetic testing. There is a vacancy on the Commission and the Executive Committee. The Mayor will make appointments to the Commission when terms expire in April. Action on elections will wait until after appointments have been finalized.**

**b. EOC Employment Committee: The last meeting was cancelled due to lack of quorum.**

**UNFINISHED BUSINESS**

10. [08863](#) Amending Rules of the Equal Opportunities Commission to change references to the Equal Opportunities Ordinance from Section 3.23 Madison General Ordinances to Section 39.03 Madison General Ordinances.

**A motion was made by Morrison, seconded by McDonell, to Approve. The motion passed by voice vote/other.**

**NEW BUSINESS**

**There were no New Business items.**

**EXECUTIVE SESSION.**

**A motion was made by Morrison, seconded by Solomon, to Convene into Closed Session. The motion passed by the following vote:**

**Excused: 3 -**

Nia Enemuoh-Trammell; Lauren M. Woods and Charles Holmes-Hope

**Ayes: 9 -**

Brian L. Solomon; Victoria S. Selkove; Desmond C. Steward; Bert Zipperer; Katherine Cramer Walsh; Carousel Andrea S. Bayrd; Megin H. McDonell; Susan A. Ellingson and Steven H. Morrison

11. [09051](#) Case No. 20043144, Mack v. Kayser Ford

**A motion was made by Morrison, seconded by Steward, to Table the appeal in Case No. 20043144 until the Commissioners assigned can review the full record. The motion passed by the following vote:**

**Excused:** 3 -

Nia Enemuoh-Trammell; Lauren M. Woods and Charles Holmes-Hope

**Ayes:** 9 -

Brian L. Solomon; Victoria S. Selkove; Desmond C. Steward; Bert Zipperer; Katherine Cramer Walsh; Carousel Andrea S. Bayrd; Megin H. McDonell; Susan A. Ellingson and Steven H. Morrison

commissioners Steward and Zipperer recused themselves on Case No. 20052102.

**Present:** 7 -

Brian L. Solomon; Victoria S. Selkove; Katherine Cramer Walsh; Carousel Andrea S. Bayrd; Megin H. McDonell; Susan A. Ellingson and Steven H. Morrison

**Excused:** 3 -

Nia Enemuoh-Trammell; Lauren M. Woods and Charles Holmes-Hope

**Recused:** 2 -

Desmond C. Steward and Bert Zipperer

12. [09052](#) Appeal of Case No. 20052102, Whitt v. Madison Metropolitan School District

**A motion was made by Morrison, seconded by Solomon, to Affirm the decision of the Hearing Examiner. The Commission finds that the Examiner's decision was supported by the record. The motion passed by the following vote:**

**Excused:** 3 -

Nia Enemuoh-Trammell; Lauren M. Woods and Charles Holmes-Hope

**Recused:** 2 -

Desmond C. Steward and Bert Zipperer

**Ayes:** 7 -

Victoria S. Selkove; Katherine Cramer Walsh; Carousel Andrea S. Bayrd; Megin H. McDonell; Susan A. Ellingson; Steven H. Morrison and Brian L. Solomon

13. **ADJOURNMENT**

**A motion was made by Selkove, seconded by Solomon, to Adjourn. The motion passed by voice vote/other. The meeting adjourned at 6:00 p.m.**

Minutes prepared by Cynthia L. Wick, DCR Executive Assistant.

