



# City of Madison

## Meeting Minutes - Final

### EQUAL OPPORTUNITIES COMMISSION

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

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Thursday, January 11, 2007

5:00 PM

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

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#### 1. CALL TO ORDER

*The meeting was called to order at 5:05 p.m., Bert Zipperer presiding.*

#### 2. ROLL CALL

**Present:** Victoria S. Selkove, Desmond C. Steward, Lauren M. Woods, Bert Zipperer, Carousel Andrea S. Bayrd, Megin H. McDonell, Michael W. T. Howe and Steven H. Morrison

**Absent:** Zachariah Brandon, Nia Enemuoh-Trammell and Brian L. Solomon

**Excused:** Charles Holmes-Hope

*Staff Present: Roger Allen, Ariel Ford, Enis Ragland, Lucia Nuñez and Cindy Wick*

#### 3. PUBLIC COMMENT

*Zipperer welcomed Catherine Cramer Walsh and asked her to introduce herself. Walsh has been nominated to serve on the Equal Opportunities Commission. Her nomination is scheduled for Common Council confirmation on January 16.*

**Present:** Nia Enemuoh-Trammell, Victoria S. Selkove, Desmond C. Steward, Lauren M. Woods, Bert Zipperer, Carousel Andrea S. Bayrd, Megin H. McDonell, Michael W. T. Howe, Brian L. Solomon and Steven H. Morrison

**Absent:** Zachariah Brandon

**Excused:** Charles Holmes-Hope

*Enemuoh-Trammell and Solomon arrived at 5:08 p.m.*

*Registrant: Dan Ross, 125 N Hamilton St, Unit 602, Madison, WI 53703*

*Former Commissioner Dan Ross thanked the Commission for sponsoring the resolution that will add an addendum to the City's oath.*

#### 4. APPROVAL OF MINUTES

**On a motion made by Steward and seconded by Selkove consideration of the minutes of the last meeting was referred to the February meeting due to a problem with the printout. Motion passed by acclamation.**

**5. ANNOUNCEMENT OF COMMUNITY EVENTS**

*Howe announced that the Greenbush neighborhood is planning its first annual celebration of "Then, Now and the Future" to be held at the Welcome Center in March.*

*Commissioners were reminded of upcoming King Holiday events. A schedule of events was mailed to Commissioners.*

**6. PRESIDENT'S REPORT**

*Zipperer welcomed Ariel Ford in her new role as Equal Opportunities Division Manager.*

*Ford stated that she is excited about moving forward.*

*It was announced that Investigator/Conciliator David Lopez has accepted a new job with the State of Wisconsin. Ford stated that the position is bilingual and that the process for filling the position has already begun.*

*Zipperer thanked Nuñez for her exceptional remarks before the Senate Committee on Affirmative Action.*

*Selkove asked if problems with the agency caseload were anticipated due to the Investigator/Conciliator vacancy. Ford stated that it is anticipated that Lopez will complete his assigned cases before he leaves. She will take over mediation and conciliation. How the caseload is affected will depend on the quality of the new staff member, but it is likely to increase the time necessary to complete investigations of cases.*

*Zipperer thanked Bayrd for her work on the County Board to provide protection for nursing mothers and mothers who are pumping. Bayrd stated that similar legislation is pending before the Common Council.*

## 7. DIRECTOR'S REPORT

*Nuñez reported that in addition to hiring Ford as the EO Division Manager, Norman Davis was selected as the Affirmative Action Division Manager.*

*A series of meetings have been set up with staff to look at the budget, agency policies and related issues in preparation for co-location of the divisions.*

*Nuñez testified before the Special Senate Committee on Affirmative Action today. Questions were also posed to the UW System and the City of Milwaukee.*

*Part one of a DCR staff retreat was held in December. Two additional full day sessions will be scheduled in the near future.*

*Nuñez announced the recipients of the 2007 City and County Martin Luther King, Jr. Humanitarian Awards.*

*Nuñez clarified contents of an article that ran in Isthmus that day regarding the Department of Civil Rights relative to the contract with the Fair Housing Center. She assured the Commission that a process is in place and that work to renew the contract is occurring.*

*Nuñez will present 2006 case processing data next month.*

**Present:** Zachariah Brandon, Nia Enemuoh-Trammell, Victoria S. Selkowe, Desmond C. Steward, Lauren M. Woods, Bert Zipperer, Carousel Andrea S. Bayrd, Megin H. McDonell, Michael W. T. Howe, Brian L. Solomon and Steven H. Morrison

**Excused:** Charles Holmes-Hope

*Ald. Brandon arrived at 5:20 p.m.*

## 8. LIAISON REPORTS

### *a. Common Council*

*Brandon reported that the City breast feeding ordinance has a significant number of sponsors and is expected to pass.*

*The resolution on the supplement to the oath of office is being circulated for co-sponsorship. It will be on the next Council agenda under Business of the President for adoption under suspension of the rules.*

### *b. Affirmative Action Commission*

*Selkowe reported that the Affirmative Action Commission was unable to meet due to lack of a quorum.*

### *c. Commission on People with Disabilities*

*Howe reported that the CPD continues to work on goals and objectives.*

## 9. COMMITTEE REPORTS

### a. EOC Employment Committee

**On a motion made by Morrison and seconded by Howe, the Commission approved the nomination of Allison K. Plumer, UW Medical Foundation, to the EOC Employment Committee. Approved by acclamation.**

*The Employment Committee continues to lack Commission representation. Zipperer encouraged Commissioners to consider serving on the Committee.*

### b. EOC Ad Hoc Committee on Check Cashing

*The Commission viewed the map showing the location of financial institutions in Madison that is being used by the Committee. The map shows the locations of banks, cash stores, savings and loans, and credit unions.*

*It was noted that in Milwaukee, cash stores are moving into blue collar neighborhoods. Check cashing stores do not actually cash checks. They provide payday loans. Wal-Mart now offers a low rate to cash checks.*

*Enemuoh-Trammell reported that she went to a payday loan establishment and witnessed a high level of courtesy and friendliness with which customers were treated, including calling people by name. She said that these establishments are good at sucking people in.*

*Many individuals cannot access banks because of poor credit histories. Credit unions may have lower standards. Ragland stated that a presentation was made by credit union representatives to members of the City of Madison's Neighborhood Resource Teams at a recent retreat. Credit unions are beginning to offer pilot programs for individuals with poor credit ratings to set them up with accounts.*

*The City is looking for ways to keep payday loan establishments out of endangered neighborhoods. Brandon stated that these establishments are starting to move out into the suburbs. The City has zoning restrictions. Perhaps these need to be strengthened.*

*The focus of the Committee is on education and forming coalitions to address the problems.*

## 10. UNFINISHED BUSINESS

a. *Progress Report on Oath Language for Elected Officials and Members of Boards, Committees and Commissions*

*See Brandon's report under Liaison Reports.*

*Ragland reported that he responded to one caller who opposes the proposal. The individual voted against the Constitutional amendment, but believes the City is on a slippery slope with this proposal.*

*Steward asked that Commissioners be notified of action on the resolution so that Commissioners may update their oaths.*

b. *Explore Adding Coverage for Domestic Partners to All Sections of the Equal Opportunities Ordinance.*

*In response to a question from Bayrd, Allen stated that the phrase "as defined herein" is required because Domestic Partner is contained in two different City ordinances and the definitions differ.*

**On a motion from Morrison and seconded by Howe the Commission voted to approve the draft of the ordinance amendments and to direct that they be introduced to the Common Council. Motion passed by acclamation.**

**A motion was made by Morrison to go into closed session. Motion was withdrawn.**

## 11. NEW BUSINESS ITEMS

a. *Case No. 20052040, Wissell v. Kipp Corp., Request for Extension to File Brief from Complainant*

**On a motion from Morrison and seconded by Howe the Commission denied the complainant's request to extend the briefing schedule.**

**Roll call: Aye: Brandon, Selkove, Steward, Zipperer, Bayrd, McDonell, Howe, Solomon and Morrison; No: none; Abstentions: Enemuoh-Trammell and Woods. Motion passed.**

## 12. CLOSED SESSION

**A motion was made by Morrison, seconded by Steward, to approve going into closed session pursuant to sec. 19.85(1)(c) state stats. to consider cases on appeal. The motion passed by the following vote:**

**Aye: Brandon, Enemuoh-Trammell, Selkove, Steward, Woods, Zipperer, Bayrd, McDonell, Howe, Solomon and Morrison**

**Excused: Homes-Hope**

- a. Case No. 20052040, Wissell v. Kipp Corp., Appeal of Probable Cause Review

**On a motion made by Bayrd and seconded by Selkove the case was referred to the next meeting.**

**Roll call: Aye: Enemuoh-Trammell, Selkove, Steward, Woods, Zipperer, Bayrd, McDonell, Howe, Solomon and Morrison; Opposed: Brandon; Excused: Holmes-Hope. Motion passed.**

- b. Case No. 20052040, Wissell v. Kipp Corp., Appeal of No Probable Cause Review

*Enemuoh-Trammell recused herself and left prior to consideration of the appeal.*

**On a motion by Howe and seconded by Morrison the Commission affirmed the decision of the Hearing Examiner finding no probable cause to believe that discrimination had occurred.**

**Roll call: Aye: Brandon, Selkove, Steward, Woods, Zipperer, Bayrd, McDonell, Howe, Solomon and Morrison; No: none; Recused: Enemuoh-Trammell; Excused: Holmes-Hope. Motion passed.**

### 13. ADJOURNMENT

**On a motion from Morrison and seconded by Howe the meeting adjourned at 6:05 p.m. Adopted by acclamation.**

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