



# City of Madison

## Meeting Minutes - Final

### EQUAL OPPORTUNITIES COMMISSION

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

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Thursday, February 9, 2006

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, Megin McDonell presiding.*

#### 2. ROLL CALL

**Present:** Ald. Zachariah Brandon, Nia Enemuoh-Trammell, Teresa Tellez-Giron, Bert Zipperer, Daniel L. Ross, Carousel Andrea S. Bayrd, Megin L. McDonell, Ann M. Smith, Michael W. T. Howe, Brian L. Solomon and Steven H. Morrison

*Staff Present: Clifford Blackwell, Hearing Examiner; Lucía Nuñez, DCR Director; Enis Ragland, Assistant to the Mayor; and Cynthia Wick, Executive Assistant*

#### 3. PUBLIC COMMENT

*No public comment was received.*

#### 4. APPROVAL OF MINUTES

A motion was made by Zipperer, seconded by Ross, to Approve the Minutes as amended. Page 4, the vote on the Renaming of Squaw Bay should reflect that Commissioner Bayrd was excused rather than voting aye. The motion passed by acclamation.

#### 5. VICE PRESIDENT'S REPORT

*McDonell reported that since the last Commission meeting she had attended the EOC Executive Committee meeting. She had no other EOC-related activities to report.*

#### 6. DIRECTOR'S REPORT

*Lucía Nuñez reported that she had begun work on February 2. Since that time she has been getting oriented, working mornings at the EOC offices and afternoons at the Affirmative Action offices. Her telephone number is 266-5916 and her email address is lnunez@cityofmadison.com.*

*She wants to set up meetings with staff and Commission members as well as representatives of the Mayor's staff and community representatives before announcing a mission for the new department. She wants to maintain services and programs in the most efficient manner possible. She wants the transition to the DCR to appear seamless to the people we serve. She hopes to have a plan in place by next month.*

*The EOC and AA offices will be designated as divisions under the Department of Civil Rights. The designation of the Disability Rights Coordinator and the Commission on People with Disabilities (CPD) is yet to be determined.*

*Nuñez has met with some staff and CPD members. She also spoke with the architect working on design of new office space for the department. She walked through the space (the former offices of the Dane County District Attorney on the fifth floor of the City-County Building) and has asked staff for feedback on their space needs. A copy of the floor plan was circulated. She had a meeting today with the agency's budget analyst and AA and EOC budget staff.*

*The Mayor's Management Team will hold a meeting next week on benchmarks. She will also meet with the Human Resources Department regarding personnel issues.*

*In response to a question, Enis Ragland indicated that the new location was selected based on the belief that the space will be easy to convert to meet the needs of the DCR and the desire to have the Department located in close proximity to the Human Resources Department which is currently on the fifth floor.*

## 7. COMMITTEE REPORTS

### a. EOC Executive Committee

*Howe reported for the Executive Committee. The Committee met on January 30. Although Ald. Rosas had asked to speak at the meeting, he did not attend. The Committee extensively reviewed the People First Ordinance and is recommending changes that will be discussed later in the meeting.*

*No action was taken on the Sick Leave or DCR ordinances or on Legistar.*

### b. EOC Employment Committee

*Commissioner Smith was unable to attend the last Employment Committee meeting.*

*Wick reported that the Committee has determined that it cannot commit to sponsoring a diversity fair for three years as would have been necessary in order to bring in the PSI group to coordinate the event. The Committee has referred PSI to the Urban League of Greater Madison. Scott Gray, new CEO and Director of the Urban League, was at the Employment Committee meeting and participated in the discussion. If the Urban League pursues a diversity fair, the Committee will offer its assistance.*

*At its next meeting the Committee will discuss ideas for a new major event if the diversity fair is not to occur.*

### c. Nominating Committee/Election of Officers

*Morrison reported on behalf of the Nominating Committee and presented the following recommended slate of officers:*

*President, Bert Zipperer  
Vice President, Megin McDonell  
Secretary, Nia Enemuoh-Trammell  
Members At Large: Carousel Bayrd and Steven Morrison  
Alternates: Michael Howe and Daniel Ross*

**On a motion from Morrison/Howe the Commission adopted the slate of officers.  
Motion passed, Commissioner Bayrd abstained.**

## 8. UNFINISHED BUSINESS

a. Substitute People First Ordinance

- 01853** SUBSTITUTE - Amending Secs. 1.08, 3.23, 3.35, 3.36, 3.38, 3.48, 3.51, 3.52, 3.59, 3.72, 8.35, 9.13, 11.06, 12.03, 22.14, 23.56, 27.05, 28.03, 28.04, 28.08, 28.11, 28.12, and 31.04 of the Madison General Ordinances to update references to handicapped and/or disabled utilizing People First language.
- A motion was made by Howe, seconded by Morrison, to Return to Lead with the Following Recommendation(s) to the COMMISSION ON PEOPLE WITH DISABILITIES. The changes can be found as an attachment to Legislative File 01853. The motion passed by acclamation.**

b. Update on Ordinance Creating the Department of Civil Rights

- 02556** SUBSTITUTE - Adopting and confirming amendments to the Madison General Ordinances as set forth in attached Exhibit X pursuant to Sec. 66.0103, Wis. Stats.
- Commissioner Morrison requested that staff provide an analysis to assure that nothing is inadvertently left out of the new ordinance and to show the Commission any substantive changes being made. One such issue under consideration is the definition of disability. Assistant City Roger Allen will attend the Commission meeting when the revised version is ready for Commission action.*
- The Commission discussed the formatting of the ordinance revisions that it would like to view. The Document Services office will be consulted to determine options.*
- A motion was made by Howe, seconded by Ross, to Defer until a revised draft is available. The motion passed by acclamation.**

c. Update on the Sick Leave Ordinance

- 02077** Creating Section 3.57 entitled "Mandatory Minimum Sick Leave" of the Madison General Ordinances to require employers in the City of Madison to provide sick leave benefits to employees.
- A motion was made by Howe, seconded by Tellez-Giron, to Defer to next EOC meeting when a revised ordinance is expected to be available for discussion. The motion passed by acclamation.**

## 9. NEW BUSINESS ITEMS

a. Reaffirming the Commission's Opposition to a State Constitutional Amendment Banning Same Sex Marriages and Civil Unions

*The Commission had previously adopted a resolution on this issue. Morrison advocated adding language regarding domestic family rights. Zipperer encouraged the Commission to do more than adopt a resolution.*

**On a motion from Morrison/Ross the Commission will examine new or additional programming or activities to demonstrate the Commission's opposition to the State constitutional amendment banning same sex marriages and civil unions.**

**A substitute motion was made by Morrison, seconded by Howe to appoint an Ad Hoc Committee to refer the matter of a program or activity to demonstrate the Commission's opposition to a State Constitutional amendment banning same sex marriages and civil unions. Motion passed by acclamation.**

*Commissioners Howe, Morrison, Ross, Solomon and Zipperer agreed to serve on the Ad Hoc Committee.*

b. Other Business

*Zipperer asked that the Commission consider a more formal way to thank Ariel Ford for her work as Interim Director. This matter was referred to the EOC Executive Committee.*

## **10. ADJOURNMENT**

**A motion was made by Howe, seconded by Tellez-Giron, to Adjourn at 6:10 p.m. The motion passed by acclamation.**

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