

**From:** [Saiz, Nancy](#)  
**To:** [All Alders](#)  
**Cc:** [Tijerino, Rommel](#); [Jamieson, Emily L](#); [Richards, Mary](#); [OBrien, Joanna](#); [Russell, Sarah](#); [Mohelnitzky, Hannah](#); [Kapusta-Pofahl, Karen](#); [Davis, Norman](#); [Haas, Michael R](#); [Baumel, Christie](#)  
**Subject:** Seeking your Support  
**Date:** Tuesday, March 19, 2024 11:08:51 AM  
**Attachments:** [Outlook-ulqza1tu.png](#)

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Esteemed City Alders,

I hope you are doing well.

Enclosed you will find a letter composed by two employee resource groups, the Multicultural Affairs Committee and the Women's Initiative Committee.

We ask for your support by sponsoring agenda item 110 file #82449. Repealing Section 33.27(3)(b) of the Madison General Ordinances to discontinue the Multicultural Affairs Committee and the Women's Initiative Committee.

Both committees feel confident this will allow us to connect better with all employees.

In Service to All Communities,  
MAC & WIC Officers



Esteemed Alders,

The Multicultural Affairs Committee MAC and the Women's Initiative Committee WIC asks for your support to transition out of City Committee status. As employee groups for the City of Madison we understand the need for a committee status when the groups originated and were first established. We are thankful for the organizing work and labor our ancestors gave to create these spaces. We recognize we stand on the shoulder of giants.

However, as we continue in the path of ensuring underrepresented groups have a voice, we have come to understand and agree that a committee status constraint our ability to focus our efforts on sharing resources and building connections with fellow employees of marginalized backgrounds due to:

- Quorum/ walking quorum
- Staff labor in publishing meetings agendas and trying to operate under "Quasi Committee rules."
- Membership and voting parameters.
- Unable to build community with second and third shift employees.

The City of Madison Human Resources has created a set of guidelines for City Affinity groups and Employee Resource Groups <https://www.cityofmadison.com/employeenet/toolkit/affinity-groups>

*Affinity groups are voluntary, employee-led groups that are organized around social identities, marginalized groups, and life experiences. The City of Madison supports our employees in participating in Affinity Groups that are in alignment with our city's vision and values. This document provides structure and guidance for affinity groups to be equitable and successful. It includes information about who can participate, time commitments, creating a new affinity group, supervisor approval, and funding support.*

MAC and WIC look forward to continue to serve our fellow employees and operate in closer alignment to the mission and culture of the City of Madison. We ask for your support in helping us stay engaged and continue to create spaces where everyone feels seen and heard.

Cordially,

Nancy Saiz, Rommel Tijerino, and Emily Jamieson  
MAC Co-Chairs

Mary Richards  
WIC-Chair

Hannah Mohelnitsky  
WIC-Vice Chair

Sarah Russell  
WIC Communications Chair

Jojo O'Brien  
WIC Treasurer