



# City of Madison

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

## Meeting Minutes - Draft EQUAL OPPORTUNITIES COMMISSION

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Thursday, December 8, 2016

5:00 PM

4340 Tokay Boulevard  
Meeting Room B  
Sequoia Public Library

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### 1. CALL TO ORDER / ROLL CALL

The meeting was called to order by chair Corinda Rainey-Moore at 5:08pm.

**Others present: Equal Opportunities Division Manager (EOD) Byron Bishop and EOD Administrative Clerk Josue Peralta.**

**Present:** 8 - Melanie G. Ramey; Sean A. Saiz; Jose E. Rea; Adam W. Brabender; William (Bill) Fetty; Charles E. McDowell; Zach A. Madden and Corinda Rainey-Moore

**Excused:** 3 - Rebecca Kemble; Susan M. Schmitz and Moriah N. Grace

### 2. APPROVAL OF MINUTES

Melanie Ramey moved to approve the minutes from the meeting on November 10, 2016 without correction. The motion was seconded by Zach Madden and passed by voice vote.

### 3. PUBLIC COMMENT

There was no public comment.

### 4. DISCLOSURES AND RECUSALS

There was no public comment.

### REPORTS

#### 5. EOD Division Manager, Byron Bishop

Equal Opportunities Division Manager Byron Bishop spoke about the different aspects of the department in a year-end review. He gave an update on the shortening of the backlog cases, processing of the current workload, and the settlement awarded to complainants dating back to July. Mr. Bishop also spoke about his vision of the division being self sustainable as well as an update on the new technology and the Contractors United project.

**DISCUSSION / ACTION ITEMS**

6. Completion of Statement of Interest

The commissioners were reminded by staff to be sure to complete the Statements of Interest sent by the Clerk's Office.

7. [45232](#) Officer Elections for the Equal Opportunitites Commission

Josue Peralta assumed the task of conducting elections.

Chair was the first Officer nomination on the floor. Sean Saiz nominated Corinda Rainey-Moore, which was seconded by Zach Madden. Corinda Rainey-Moore accepted the nomination. Josue Peralta called for nominations two additional times. No additional nominations were made from the floor. The Commission casted votes via secret ballot, which revealed eight votes for Corinda Rainey-Moore. Corinda Rainey-Moore accepted the position of Chair.

Vice President was the second Officer nomination on the floor. Adam Brabender nominated Charles McDowell, which was seconded by Melanie Ramey. Charles McDowell accepted the nomination. Josue Peralta called for nominations two additional times. No additional nominations were made from the floor. The nomination passed by voice vote. Charles McDowell accepted the position of Vice President.

Secretary was the third Officer nomination on the floor. Adam Brabender nominated Zach Madden, which was seconded by Bill Fetty. Zach Madden accepted the nomination. Josue Peralta called for nominations two additional times. No additional nominations were made from the floor. The nomination passed by voice vote. Zach Madden accepted the position of Secretary.

At-Large Representative for the EOC Executive Committee was the fourth nomination on the floor. Zach Madden proposed Moriah Grace, which was seconded by Adam Brabender. Josue Peralta called for nominations two additional times. No additional nominations were made from the floor. The nomination of Moriah Grace passed by voice vote. The position of At-Large Representative is pending acceptance from Moriah Grace.

At-Large Representative for the EOC Executive Committee was the fifth nomination on the floor. Melanie Ramey nominated Adam Brabender, which was seconded by Bill Fetty. Adam Brabender accepted the nomination. Josue Peralta called for nominations two additional times. No additional nominations were made from the floor. The nomination passed by voice vote. Adam Brabender accepted the position of At-Large Representative.

8. [45233](#) Informational letter for companies

Commissioner Jose Rea asked the commissioners for a partner in creating an informational letter about the City's protected classes and ordinances that can be sent to companies. Adam Brabender volunteered to help with the drafting of the letter.

9. [44995](#) Selection of two EOC members to serve as appointees to the Employment Subcommittee

The commissioners discussed to see who would be able to attend the next Equal Opportunities Commission Employment Subcommittee meeting. Commissioner Jose Rea noted he would attend their next meeting, being held on Thursday, December 15, 2016.

10. [45302](#) Specifying referrals to Employment Subcommittee

The commission conversed about the specifics in their referrals to their Employment Subcommittee. Below are the specific areas they would like to see the subcommittee focus on based.

In regards to: How do deal with the stigma of mental illness in the workplace-

As experts in the field, what would they like to see when people approach them needing accommodation? When would be the best time to disclose (and not disclose)? How are managers informing the employees about confidentiality rules? How should a company support other employees working with someone who has an accommodation? What are some ways to create more jobs for people with disabilities? What trainings are in place to deal with the stigma of mental illness in the workplace?

In regards to: The impact of housing on employment and creating best practices regarding microaggressions and protected classes-

How is a company made aware if one of their employees is homeless? How do companies support employees if they are homeless? What other ways can they be supportive? How is it taken into consideration when applying for a job? How do they handle the stigma?

11. **FUTURE TOPICS FROM THE FLOOR**

- Appeals Committee selection for 2017
- Statement of Asserting the EOC, Department of Civil Right's values of inclusion, equity, and justice.
- Discussion regarding alleged MPD racial incident
- Update on legislation banning people from standing in median

12. **ANNOUCEMENTS**

Commissioner Sean Saiz spoke to the commissioners about the status of the Ad-Hoc Committee, who is now accepting proposals from vendors. He spoke about an approximate time frame before recommendations were released, hovering around a year.

13. **ADJOURNMENT**

Commissioner Fetty moved to adjourn the meeting at 6:18pm. The motion was seconded by Madden and passed by voice vote.