



City of Madison

City of Madison
Madison, WI 53703
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Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION

Thursday, January 14, 2010

5:00 PM

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

1. CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:02 p.m., Nia Enemuoh-Trammell presiding.

Present: 9 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; Bert G. Zipperer; Katherine Cramer Walsh; Amanda L. Harrington; Charles E. McDowell; Donna V. Hurd and Steven H. Morrison

Excused: 3 -

Brian Benford; John L. Quinlan and Carousel Andrea S. Bayrd

Staff: Rachel Campbell, Ariel Ford, Lucía Nuñez, and Cindy Wick

2. APPROVAL OF MINUTES

On a motion made by Morrison and seconded by Walsh, the minutes of November 19, 2009 were approved. The motion passed by voice vote/other.

3. PUBLIC COMMENT

None.

4. [15179](#)

PRESIDENT'S REPORT--For information only. No action required.

Nia Enemuoh-Trammell, 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 on the next agenda.

Enemuoh-Trammell reported that she had attended a meeting of the City-County Martin Luther King, Jr. Humanitarian Award Committee where the winners of this year's awards were selected. Ald. Shiva Bidar-Sielaff and Jim Latimer were selected as the adult recipients. Jarrel Brandon Luke Montgomery is the recipient of the youth award.

Enemuoh-Trammell will meet with Celia Jackson, Co-Chair of the Dane County Task Force on Racial Disparities in the Criminal Justice System, to discuss the

recommendations in the report and ideas for implementation of the recommendations, including EOC support and participation.

Enemuoh-Trammell will be contacting the UW Law School to explore the establishment of a clinical program to provide law students to assist unrepresented parties in the EOD complaint process.

5. [13093](#)

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 agency activities.*

Nuñez reported on behalf of the Equal Opportunities Division that while the Division has not yet received its 2010 contract from the EEOC, it has already submitted 17 cases for credit.

The Division has developed a number of PowerPoint presentations that have been posted on the DCR website. Topics include Hate Crimes and Arrest Record and Conviction Record Discrimination.

The Commission potluck that was being planned for January has been cancelled.

Isadore Knox, Director of the Dane County Office of Equal Opportunity, has contacted Nuñez to set up a meeting relative to implementation of the Dane County Task Force report. A resolution has been drafted that could be jointly introduced to the Dane County Board and the Madison Common Council. DCR staff members have submitted suggested revisions for the resolution. Nuñez will keep the Commission apprised of this process.

There will be no EOC Employment Committee report since the Committee was unable to meet due to lack of quorum.

Nuñez expressed concern about attendance at Commission meetings. A number of meetings of all of the DCR commissions have been cancelled due to lack of quorum over the last year. Staff will start keeping more detailed information on the reasons for meeting cancellations, such as lack of agenda items, severe weather and lack of quorum.

Miranda Burke will be nominated by the Mayor at the Common Council meeting on January 19 to fill the vacancy on the Equal Opportunities Commission.

6. [12507](#)

COMMON COUNCIL UPDATE--For information only. No action required.

Ald. Brian Solomon will provide an update on Common Council actions since the last Commission meeting.

Ald. Solomon reported that the Edgewater project continues to be a major item before the Common Council. He did sponsor the ordinance amendment allowing commissions staffed by the DCR to introduce ordinances and

resolutions without a sponsor. Solomon anticipates strong opposition. The reasons for Council opposition were briefly discussed.

7. [08358](#) COMMITTEE REPORTS--For information only. No action required.

Reports summarizing discussions at meetings held since the last meeting. For information only. Any item raised for discussion appears under Unfinished Business or will be posted as "Introduction of Future Items From the Floor" on the next agenda.

- a. EOC Executive Committee
- b. EOC Employment Committee

EOC Executive Committee: Morrison reported that the Committee had discussed the role of alternates on EOC appeals. It has been agreed that the alternate needs to attend the Appeal Committee meeting. The alternate will not participate or vote unless a member of the Committee is unable to attend or must leave early.

The Committee is discussing what training Commissioners should have before participating in the appeal process.

The Committee is concerned that although City policy does not allow cab companies to charge fares in advance (unless the policy is posted and then only between 9 p.m. and 5 a.m.), there may be individual drivers that have such a requirement and are not using it consistently. The Committee is exploring whether testing can be done.

The Committee will review the Affirmative Action Division report on City hiring and compensation when it is available.

Enemuoh-Trammell has asked the Committee look at ways to assist pro se (unrepresented) litigants. She will begin by contacting the UW Law School to explore the feasibility of setting up a clinical program where Law School students, under the supervision of a Law School Professor, could assist unrepresented parties in the EOD complaint process.

The Committee will continue its discussion of ordinance amendments, the WMTV story on crime and Section 8 housing, and the Dane County Task Force report.

EOC Employment Committee: Meeting cancelled due to lack of quorum.

8. [13853](#) APPEALS COMMITTEE REPORT

For information only. No action required.

Morrison provided overviews of the cases considered. A written report will be provided once the Committee's decision has been issued.

9. [16909](#) Creating Sec. 2.05(6)(j) of the Madison General Ordinances to allow the Equal Opportunities Commission, Affirmative Action Commission or Commission on People with Disabilities to sponsor ordinances and

resolutions.

Ald. Solomon sponsored the ordinance amendment requested by the Affirmative Action Commission, the Equal Opportunities Commission and the Commission on People with Disabilities. The ordinance was introduced at the last Common Council meeting and has been referred to the Common Council Organizational Committee and the three commissions.

On a motion made by Solomon and seconded by Walsh, the Commission voted to RECOMMEND ADOPTION of the proposed ordinance. MOTION PASSED (Aye: Bustamante, Enemuoh-Trammell, Hurd, McDowell, Morrison, Solomon, Walsh and Zipperer; No: Harrington; Abstentions: none).

10. [17008](#)

Presentation and Discussion on Proposed Commission Training/Dialog on Tools for Addressing Prejudice, Bias, Racism and Microinequities-
-Kathy Cramer Walsh

Walsh would like to be better prepared to speak out when in the community to advance civil rights. She suggested that bringing in some speakers or having more training would be beneficial in this regard. She offered to draft a proposal for the Commission to consider.

A motion was made by Morrison and seconded by Zipperer to create a subcommittee to draft a training proposal. Motion passed by voice vote/other.

Enemuoh-Trammell, Harrington, Hurd, Solomon, and Walsh volunteered to serve on the subcommittee.

11. [15741](#)

INTRODUCTION OF FUTURE ITEMS FROM THE FLOOR

Morrison and Zipperer complimented the staff on the PowerPoint presentations on the DCR website and urged other Commissioners to view them.

Morrison asked that Nuñez report to the Commission information on the status of cases such as the number and types of complaints filed and the number of complaints at each stage in the complaint process.

Harrington asked about snow removal issues for people with disabilities. Nuñez indicated that the Commission on People with Disabilities is working to make improvements and publicize City efforts. Currently the City has a "Winter Portal" on its website that includes a link to request accommodations for accessibility with regard to things such as clearing sidewalks, curb cuts, and bus stops. The January CPD meeting that will be broadcast live on the Madison City Channel will feature a discussion o this topic. The Commission will discuss how well current efforts are working, ways to complain if snow is not cleaned up, how to provide outreach on this issue, etc. There is a priority system in place for pedestrian corridors and bike paths.

Zipperer asked that the EOC Executive Committee revisit the appeals process

with the City Attorney. He suggested that now that the whole file is scanned and provided electronically that the full Commission could conduct appeals rather than a subcommittee of the Commission.

Hurd asked if anyone was familiar with a School District program for teachers regarding improving cultural awareness. Morrison referred her to Lisa Black with the School District.

12. ADJOURNMENT

A motion was made by Morrison and seconded by Walsh to Adjourn at 6:26 p.m. The motion passed by voice vote/other.

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