



City of Madison

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

Thursday, November 19, 2009

5:00 PM

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

CALL TO ORDER / ROLL CALL

The meeting was called to order at 5:03 p.m., Nia Enemuoh Trammell presiding.

Present: 9 -

Nia Enemuoh-Trammell; Coco Bustamante; Brian Benford; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Amanda L. Harrington; Charles E. McDowell and Donna V. Hurd

Excused: 3 -

Brian L. Solomon; Carousel Andrea S. Bayrd and Steven H. Morrison

Staff present: Ford, Kestin and Wick

APPROVAL OF MINUTES

A motion was made by Zipperer, seconded by Benford, to Approve the Minutes. The motion passed by voice vote/other.

PUBLIC COMMENT

No public comment was received.

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 announced that the City of Madison and Dane County are forming a joint Commission to select the recipients of the annual King Award. Enemuoh Trammell will continue to represent the EOC on the new Commission. She stated that if there is anyone interested in representing the EOC on this Commission to please let her know. Quinlan indicated that he has an interest in serving.

Enemuoh Trammell proposed that the EOC Executive Committee address how

alternates are utilized on the Appeals Committee when a member knows they will not be able to serve. This issue will be discussed by the EOC Executive Committee with a recommendation for action coming back to the full Commission for action.

Enemuoh Trammell also proposed that a base level of competence be established for Commissioners prior to participation on the Appeals Committee. She is working with Zipperer on preparing a recommendation. With appeals being conducted by only three people, it is important that they all be adequately trained.

Three training sessions will be planned on topics related to civil rights.

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 was not available to provide a report. She was attending the meeting of the Commission on People with Disabilities.

08357

DIVISION MANAGER'S REPORT--For information only. No action required.

Ariel Ford, Equal Opportunities Division Manager, will report on the following:

- a. Activities of the Division since the last meeting.
- b. Update on staff activities.
- c. Update on the EEOC Contract.

Ariel Ford, Equal Opportunities Commission Manager, reported for Nuñez in her absence. The budget for 2010 was adopted with no significant cuts to the DCR budget. The Capital budget was the primary topic of discussion and debate by the Common Council.

The City Attorney's office has several vacancies and one Assistant City Attorney on leave. The staff is down 20%. As a result, there will be a delay in ordinance drafting, including the drafting of amendments to the Equal Opportunities Ordinance.

Nuñez met with Isadore Knox and Celia Jackson regarding the Report of the Dane County Task Force on Racial Disparities in the Criminal Justice System. A joint City/County resolution is being discussed as well as the possible role of the Department of Civil Rights in pursuing the implementation of recommendations contained in the report.

The Equal Opportunities Division has developed Power Point presentations on Youth at Work, Hate Crimes and arrest and conviction record. These presentations will be available on the DCR website in English and Spanish.

The Division is awaiting its new contract with the U.S. EEOC. The contract will

not be available until the Federal budget is adopted.

The Department is encouraging employees to use up vacation in this calendar year. The City is encouraging employees to take voluntary unpaid furloughs in 2010.

Adriana Peguero has been assigned as the new Assistant City Attorney to assist the Department. Her experience has been with Traffic Court and similar prosecutions. She has been with the City Attorney's office for approximately four years. Ford stated that the City Attorney is looking at restructuring its office due to retirements.

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 was not available to provide a report.

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

a. EOC Executive Committee: At its last meeting, the Committee voted to recommend that the Commission not pursue an amendment to the State domestic violence statute to specify that domestic partners are covered. This was based on advice from the City Attorney.

The Committee also discussed Common Council action rejecting the amendments recommended by the EOC to the Chronic Nuisance Ordinance.

The Committee would like to hold a January get together for staff and Commissioners. Morrison has offered to host the event at his home. Wick will poll Commissioners relative to their availability for a potluck in January.

Commissioners are encouraged to assist the City in recruiting individuals to serve on boards, committees and commissions. Zipperer reported that Michael Johnson, a new member of the Affirmative Action Commission, had asked about efforts to encourage students to serve.

b. EOC Employment Committee: McDowell reported that he had attended the meeting at American Family Insurance. He reported that Attorney Kirk Strang made a presentation on recent court decisions in employment discrimination cases. He asked Wick to make the hand out provided at the meeting available to Commissioners.

Enemuoh Trammell thanked Hurd and McDowell for agreeing to serve as

liaisons to the Committee.

[13853](#)

APPEALS COMMITTEE REPORT

For information only. No action required.

Harrington reported that the Appeals Committee had met prior to the Commission meeting and had affirmed the Hearing Examiner's finding of no cause in Harris v. Badger Cab.

[15061](#)

Amending Sections 23.07(10) and 24.12(8) of the Madison General Ordinances to increase penalty range amounts for Unlawful Trespass and Menacing or Aggressive Panhandling Prohibited.

A motion was made by Benford, seconded by Zipperer, to Return to Lead with the Following Recommendation(s). To place on file until the usefulness of the proposal can be demonstrated.

A motion was made by Zipperer, seconded by Benford to amend the motion to Return to Lead with the Following Recommendation(s) to oppose the proposed amendment to Section 23.07(10) and 24.12(8) Madison General Ordinances. The motion to amend passed by voice vote/other.

The amended motion passed by voice vote/other.

[16131](#)

Updates on Status of Previously Discussed Commission Actions/Items

1. Chronic Nuisance Ordinance: The sunset provision has been removed. The DCR will continue to file an annual report with the Common Council. It was suggested previously that the DCR ask the Tenant Resource Center (TRC) to share data it is collecting on tenants impacted by the ordinance. Ford will contact the TRC for more information on its database.

The Commission thanked Ald. Solomon for his efforts on the amendments proposed by the EOC.

2. Ordinance sponsorship proposal: Nothing new to report. Ald. Solomon had indicated some willingness to sponsor the proposal. No one was aware if he had notified the City Attorney of that willingness in order to have the proposal drafted and introduced.

3. EOC Executive Committee recommendation for action on inclusion of Domestic Partners in State Domestic Violence Laws (see EOC Executive Committee Report above). Based on the advice of the City Attorney and the recommendation of the EOC Executive Committee, the Commission took no action.

[16165](#)

Final Report of the Dane County Task Force on Racial Disparities in the Criminal Justice System

Attachments: [Dane Co Task Force on Racial Disp in Criminal Justice Sys.pdf](#)

A motion was made by Benford, seconded by Walsh, to Commend the Dane County Task Force on Racial Disparities in the Criminal Justice System for its report and to state that the Equal Opportunities Commission is looking forward to and encourages the development of an action plan to implement the recommendations contained in the report. The motion passed by voice vote/other.

15741

INTRODUCTION OF FUTURE ITEMS FROM THE FLOOR

Zipperer asked if housing discrimination is an issue that the Commission should address. He specifically wondered about reactivating the EOC Housing Committee.

Zipperer also reported that Zach Schultz had done a story on WMTV regarding Section 8 tenants and crime that included quotes from Police Chief Wray that he found very prejudicial towards Section 8 tenants. The Commission referred this issue to the EOC Executive Committee for further discussion.

Quinlan requested an update on incidents of age discrimination being reported to the Equal Opportunities Division.

Zipperer also asked whether the Commission could conduct testing of cab companies to see if they have consistent policies relative to requiring payment of fares up front. This matter was referred to the EOC Executive Committee.

Quinlan invited Commissioners to his 50th birthday celebration.

McDowell reported that he has been offered and has accepted the position of Director of Human Resources for Madison Area Technical College.

ADJOURNMENT

A motion was made by Benford, seconded by Quinlan, to Adjournat 6:12 p.m.. The motion passed by voice vote/other.

Minutes prepared by Cindy Wick, EOC Executive Assistant