



City of Madison

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

Meeting Minutes - Draft EQUAL OPPORTUNITIES COMMISSION

Thursday, November 11, 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 5:04 p.m. by Nia Enemuoh-Trammell.

Present: 9 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; John L. Quinlan; Katherine Cramer Walsh; Rick Cruz; Amanda L. Harrington; Lisa B. Subeck and Benjamin M. Nerad

Absent: 1 -

Charles E. McDowell

Excused: 3 -

Brian Benford; Bert G. Zipperer and Donna V. Hurd

Staff: Ariel Ford, Melissa Gombar, and Eric Kestin.

Guests: Tracia Johnson, Michelle Langer, Min Sun Lee, Jennifer Trattler, and Rachel Vesco.

2. APPROVAL OF MINUTES

The October 14, 2010 minutes were not Approved due to their being incomplete. They will be Approved at the next meeting.

McDowell arrived at 5:10 p.m.

Present: 10 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; John L. Quinlan; Katherine Cramer Walsh; Rick Cruz; Amanda L. Harrington; Lisa B. Subeck; Charles E. McDowell and Benjamin M. Nerad

Excused: 3 -

Brian Benford; Bert G. Zipperer and Donna V. Hurd

3. PUBLIC COMMENT

None. Journalism majors Trattler, Johnson, Lee, Vesco, and Langer were present to complete an assignment. They introduced themselves and were welcomed to the meeting by Enemuoh-Trammell.

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 the law school has given its full commitment to work on the litigation manual. Two students in a work-study program are going to prepare it. Since the City Attorney's office has recommended that the Commission not be directly involved, the law students will work directly with staff and will contact the responsible staff members.

Also, Enemuoh-Trammell had discussions with several individuals to follow up on the October 14, 2010 Commission discussion related to perception, relationship with Council, and the concerns that were raised by Ald. Solomon on the taxi ordinance.

Enemuoh-Trammell also met with the Ad-Hoc Committee on Training. There might be a training on January 13, 2011. Commissioners should forward training ideas to staff so they can get passed on to this Committee.

Enemuoh-Trammell also met with Ald. Solomon in regards to increasing diversity at the Overture Center. She connected him to community members who may have suggestions about how to accomplish that goal, and she can connect him to other resources if needed.

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.

In Nuñez' absence, Ford reported that Commissioners should have received information on ethics disclosure passed by the Common Council. All City Commissions are to disclose during full Commission meetings any connection an individual Commissioner might have to items on the agenda.

City budget hearings are occurring on November 16, 17, and 18.

On Monday, November 15, 2010, there will be a GINA (Genetic Information Nondiscrimination Act) training. Interested individuals should RSVP to Rachel Campbell. The GINA presentation and other presentations are available on the DCR web site.

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 budget and the Overture Center are the two big items happening right now. Budget hearings will be three days next week.

Regarding the Overture Center, the Council Members will be finalizing their position in a week to two weeks. The final vote could come on November 30, 2010 or the next meeting in early December. Ald. Solomon stated he included feedback from individuals regarding the diversity of programming, the diversity of board members, and also community input. He will attempt to include this language in the final agreement. Also, he stated that Bustamante has volunteered to serve on a Diversity Board if created.

Zipperer and DCR Director Lucía Nuñez arrived at 5:19 p.m. The Commission resumed Item #5, Director's Report, at this time.

Present: 11 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Rick Cruz; Amanda L. Harrington; Lisa B. Subeck; Charles E. McDowell and Benjamin M. Nerad

Excused: 2 -

Brian Benford and Donna V. Hurd

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.

Harrington asked how the Department of Civil Rights looks in the budget. Nuñez stated that there were no amendments with a negative impact on the DCR. The money for interpreter services has been raised for 2011, as that went over the allocated amount in 2010.

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

a. Executive Committee

Zipperer stated that Amanda Schick, DCR Intern, is working on the Loving project.

At this time there was extensive discussion about briefing sessions. Commissioners are always free to express their opinion to the Council as long as it is clear they are speaking as individuals and not for the Commission. Debriefing with staff for main talking points could take place every time the Commission had something going to the Common Council or if there was an interest in something at the Common Council. Enemuoh-Trammell stated we

need to get it on the agenda for the next meeting.

Safety concerns in the office and also during Commission/Committee meetings were discussed.

Enemuoh-Trammell and Kestin left at 5:32 p.m.

Present: 10 -

Brian L. Solomon; Coco Bustamante; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Rick Cruz; Amanda L. Harrington; Lisa B. Subeck; Charles E. McDowell and Benjamin M. Nerad

Excused: 3 -

Nia Enemuoh-Trammell; Brian Benford and Donna V. Hurd

It was shared that debriefing may be helpful for everyone to ensure a focused message.

Enemuoh-Trammell and Kestin returned at 5:36 p.m.

Present: 11 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Rick Cruz; Amanda L. Harrington; Lisa B. Subeck; Charles E. McDowell and Benjamin M. Nerad

Excused: 2 -

Brian Benford and Donna V. Hurd

b. Employment Committee

There was no report on the Employment Committee. McDowell stated that he did not attend and has not spoken to Hurd, who did attend.

8. PROPOSED CHANGES TO CITY KING AWARD COMMITTEE--Quinlan

Quinlan is concerned that the King Award Committee may discontinue the youth award. Enemuoh-Trammell indicated that a main issue she saw was a lack of nominations in the youth category.

Commissioners suggested a simplified form and other ways to reach out to the youth to elicit nominations and to use an open process where nominations for next year's award could be made following the awarding of this year's award. A motion was made by McDowell, seconded by Zipperer, that the Executive Committee author a letter to the King Award Committee in support of continuing with the Youth King Award. Motion passed by voice vote/other.

9. DISCUSSION REGARDING PROPOSED EOC POLICY FOR INTERACTING WITH THE MEDIA AND BLOG RELATIONS

A discussion was held about how to respond to bloggers and news media.

Nuñez stated that the DCR has an informal policy for responding to news media requests: Gather the information the interested person is trying to find out about, determine a deadline, alert your supervisor, consider discussing the request with the City Attorney, and then talk to the press.

There was a conversation about news coverage in general. Harrington stated that by enhancing and increasing public perception of the Commission there would be more respect and credibility for the Commission. Utilizing media and having a communications strategy may be a way to fulfill the Commission's mission.

There was a longer discussion regarding the proper role of the Commission with regard to media and blogging as the Commission is one part of City Government and not an individual entity. Commissioners concluded that it is best for them to keep that in mind when they are discussing certain issues of which a media response may be an important part of a motion.

It was suggested that there should not be a response to blogs as the Commission or the DCR, but that Commissioners can respond as individuals on issues.

McDowell left at 6:33 p.m.

Present: 10 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Rick Cruz; Amanda L. Harrington; Lisa B. Subeck and Benjamin M. Nerad

Excused: 3 -

Brian Benford; Charles E. McDowell and Donna V. Hurd

Following discussion Enemuoh-Trammell indicated that it will go back to the Executive Committee to discuss and bring action items back to the Commission. Commissioners should send ideas to staff to be forwarded to the Executive Committee.

10. PROPOSAL FOR PROCLAMATION RECOGNIZING ADOPTION OF THE EQUAL OPPORTUNITIES ORDINANCE AND UNIVERSAL DECLARATION OF HUMAN RIGHTS DAY

Zipperer presented the proclamation and gave some background on the Equal Opportunity Ordinance's history.

Cruz moved to approve the proclamation and Subeck seconded.

Zipperer made an amendment to change the first phrase to "WHEREAS, the original Madison Equal Opportunities Ordinance was enacted by the City of Madison on December 12, 1963; and." Cruz moved to approve the amendment and Subeck seconded. The motion passed by voice vote/other.

Zipperer mentioned this would take place on an annual basis and the City would notice it every year. Nuñez stated they will attempt to get it introduced to

the December 14 Council meeting. Ald. Solomon stated he will be happy to sponsor. He stated it would be nice for someone to receive the proclamation. Quinlan will bring it to the United Nations Committee. Harrington stated this may be a proactive media opportunity.

This item will be put on the December 9 EOC agenda and it will be discussed at the Executive Committee level as to who should attend and if there are any outside entities the Commissioners want to invite.

11. PROPOSAL FOR "LOVING DAY"

Sponsorship of a resolution declaring "Loving Day" in honor of a mixed-race couple that was arrested for being married after they moved to a new city. Mrs. Loving passed away in May 2008. Such an event will support gay marriage.

Amanda Schick, student intern, is working on a draft. This would not be introduced until May, as the Loving Day date is in June. Quinlan indicated he knows couples in the area who may have an interest in this issue and he will discuss this with the Executive Committee.

12. [15741](#) INTRODUCTION OF FUTURE ITEMS FROM THE FLOOR

Zipperer requested a community outreach staff update. This item will be placed on the Executive Committee agenda.

13. ADJOURNMENT

It was moved by Cruz and seconded by Ald. Solomon to Adjourn. Meeting Adjourned at 6:53 p.m.

Minutes respectfully submitted by Melissa Gombar.