



City of Madison

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

Meeting Minutes - Draft EQUAL OPPORTUNITIES COMMISSION

Thursday, October 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: 8 -

Nia Enemuoh-Trammell; Coco Bustamante; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Lisa B. Subeck; Donna V. Hurd and Benjamin M. Nerad

Absent: 1 -

Brian L. Solomon

Excused: 4 -

Brian Benford; Rick Cruz; Amanda L. Harrington and Charles E. McDowell

Staff Present: Ariel Ford, Lucía Nuñez and Cindy Wick

Student interns present: Alex Timian and Amanda Schick.

2. APPROVAL OF MINUTES

A motion was made by Zipperer, seconded by Walsh, to Approve the Minutes. The minutes were corrected on page 2, Section 4, paragraph 4 to add a sentence stating that "Attorney Mitch will speak with his students regarding working on the manual." The motion passed by voice vote/other.

3. PUBLIC COMMENT

None.

Those Commissioners present introduced themselves.

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.

Nia Enemuoh-Trammell is still waiting for a response from Professor Mitch

relative to drafting a litigation manual.

She will work with Zipperer on an ordinance or resolution providing adequate notice to Commissions before the Common Council acts on items that were referred.

Zipperer passed around a post card about Loving Day.

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.

The City needs election officials. Nuñez provided a handout on how to volunteer.

The amendments to the Equal Opportunities Ordinance passed at the last Council meeting. The only questions were in regard to use of social security number.

The County Implementation Team for the Dane County Task Force on Racial Disparities in the Criminal Justice System has been meeting and has developed proposals on community education, restorative justice, diversion programs and hiring a grant writer. Efforts are now underway to incorporate proposals to implement Task Force recommendations into the budget. Nuñez will send an email providing meeting logistics.

The agency appeared before the Board of Estimates regarding its 2011 budget request. The budget eliminates a vacant Contract Compliance Aide position and the Executive Assistant position. It includes reclassification of Wick from the Executive Assistant position to Disability Rights Coordinator and the reclassifications of Rachel Campbell and Chrissy Thiele to Administrative Clerks. Wick will take over staffing the Commission on People with Disabilities and it is anticipated that Campbell and Thiele will staff the Affirmative Action Commission and the Equal Opportunities Commission. No layoffs of filled positions will be necessary.

Ald. Solomon arrived at 5:20 p.m.

Present:

Present: 9 -

Brian L. Solomon; Nia Enemuoh-Trammell; Coco Bustamante; John L. Quinlan; Bert G. Zipperer; Katherine Cramer Walsh; Lisa B. Subeck; Donna V. Hurd and Benjamin M. Nerad

Excused: 4 -

Brian Benford; Rick Cruz; Amanda L. Harrington and Charles E. McDowell

Director's Report Continued:

Some members of the management team volunteered to take some leave without pay. The amount of Salary Savings was increased to reflect this.

Amanda Harrington was honored at the Democratic Party's Eleanor Roosevelt Recognition as a Rising Star.

The Common Council will deliberate on the 2011 budget on November 16, 17 and 18.

The Affirmative Action annual report will be available to send to the Commission soon.

Present: 13 -

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

6. [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 thanked the Commission and Ald. Brian Solomon for their help with the amendments to the Equal Opportunities Ordinance. The amendments were published today and are in effect. A training session on the ordinance will be provided at a future meeting.

The next Commission meeting will include a presentation on the Genetic Information Nondiscrimination Act of 2008

Each Monday Annie Weatherby-Flowers makes a presentation at the Job Center, plus she provides training as requested on various topics. A training session on age is being developed as well as one on the protected classes. A presentation on Hate Crimes will be presented at LaFollette High School as a part of their Fight H8 Day. A Hate Crimes Presentation proposal has been submitted to Dr. Eddie Moore, Jr., Founder and Director of the White Privilege Conference.

The Division has completed its casework for the year for EEOC. A total of 66 cases were completed. The agency receives \$550 for each completed case.

Ford is following up with EEOC on local cases. She will send links to any decisions. The agency has been working with a lot of arrest and conviction record cases. There is now a State Task Force looking at access to CCAP in this regard (the State electronic system for information on criminal records).

Refresher training will be provided for interested Commissioners. The available dates are October 27 and November 8.

The staff presentation on hate crimes has been taped by Madison City

Channel. Ford will look into getting this presentation downloaded to the DCR website

7. [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. Brian Solomon reported that his major area of work these days is the 2011 budget. Funding for Overture is a major concern. We will work with others to find a solution. He will be pushing for more diversity in programming.

With regard to the Equal Opportunities Ordinance amendments, Sanborn and Pham-Remmele were the only alders that voted in opposition.

Solomon is working with a group of condominium residents on Allied Drive who are Spanish-speaking. He will be working with the City Attorney and the Equal Opportunities Division relative to the problems residents are encountering from the property owner. He is also looking into allegations of predatory lending.

Solomon stated that he tried his best to convey the Commission's concerns relative to the recent taxicab proposal. However, there was no support from the Common Council. There was insufficient notice to allow members to attend. The Commission plans to pursue an ordinance or resolution that requires that adequate time is provided to allow Commissions to attend and advocate for their position.

The Commission does not enjoy a great deal of support from the Common Council right now. This topic will be discussed by the Executive Committee to formulate a strategy to address it.

Hurd asked who speaks for the Commission. The Chair usually speaks for the Commission or a designated member. But members always have the right to speak as individuals and may state that they are a member of the Commission. Members were encouraged to contact their alder. Individuals may also register their support or opposition, but state that they do not wish to speak.

Bustamante asked at what point the EOC's opinion stopped to matter.

Enemuoh-Trammell stated that she has spoken with Quinlan regarding the EOC's reputation and ways to improve it. This will be pursued with further discussion in the future.

Nuñez stated that some sort of alert system should be possible.

Wick stated that when Commissioners do not appear to speak at the Common Council meeting, all the Council has is the information contained in the Commission's minutes so it is vital to be sure that there is adequate detail there.

Hurd stated that the Commission needs input from people impacted by problems in order to convey the information to the Common Council. The

Commission needs to formulate a plan to get that input. We need to build up our base of support.

Zipperer passed out highlighted copies of Section 10 of the ordinance--Powers of the Commission.

8. [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--Zipperer reported that the Committee will discuss responding to media blogs, the Loving Day proposal and providing notice to Commissions prior to Common Council action on referrals.

b. EOC Employment Committee--No report.

9. [13853](#) APPEALS COMMITTEE REPORT

For information only. No action required.

No report. The Committee has not met.

10. [15741](#) INTRODUCTION OF FUTURE ITEMS FROM THE FLOOR

There is still a vacancy on the EOC Executive Committee for an alternate. There was no one interested in filling the vacancy at this time. The Committee will keep looking for candidates.

Zipperer suggested that the Commission celebrate the date the ordinance was adopted. He will work on drafting a resolution.

December--Commissioners' public responses to media blogging.

11. ADJOURNMENT

A motion was made by Solomon, seconded by Bustamante, to Adjourn. The motion passed by voice vote/other at 6:35 p.m.

Minutes prepared by Cindy Wick, DCR Executive Assistant.