



# City of Madison

City of Madison  
Madison, WI 53703  
[www.cityofmadison.com](http://www.cityofmadison.com)

## Meeting Minutes - Approved EQUAL OPPORTUNITIES COMMISSION EMPLOYMENT SUBCOMMITTEE

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Thursday, September 10, 2015

12:00 PM

UW Medical Foundation  
1102 S. Park St., Conference Rm.  
Madison, WI 53715

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### CALL TO ORDER / ROLL CALL

Meeting called to order at 12:08 p.m. with Danielle Dieringer, Chair presiding.

Non-voting members present: Mary Coddington, Rochelle Wanner, Anthony Dix, Anika Stockheimer

Non-voting members excused: Sean Saiz

Staff: Lucia Nunez, Annie Weatherby-Flowers

**Present:** 8 - Laura J. Zweber; Kathy Hansen; Danielle A. Dieringer; Margaret Leitinger; Cynthia A. Schmelzer; Vernon E. Blackwell; Jenny Wohlfert and Michele Thoren

**Excused:** 2 - Georgia Pride Euler and David Witkowski

### APPROVAL OF MINUTES

June 11, 2015: <http://madison.legistar.com/Calendar.aspx>

A motion was made by Schmelzer, seconded by Leitinger, to Approve the Minutes with one correction: Laura Zweber should be listed as present. The motion passed by voice vote/other.

### PUBLIC COMMENT

No public comments.

### DISCLOSURES AND RECUSALS

No disclosures or recusals.

### HOST OVERVIEW

Anthony Dix gave an overview of UW Medical Foundation and UW Hospitals and Clinics, Unity Health Insurance have integrated into one entity, UW Health in July, with Dr. Grossman serving as Interim President. Services will continue to be functionally independent, while systems such as Human Resources and other functions will be consolidated.

## REPORTS

1. Chair Report

Dieringer reported back regarding items before the Commission, such as the proposed sex offender ordinance, shopping through cars, the Mayor's proposal to set time limits for use downtown and State Street benches, and homelessness officially a protected class. Dieringer discussed the proposed sex offender ordinance in detail including a presentation by the DOC Sex Offender Unit, addressing the issues associated with the ordinance such the radius of where an offender could live in respect to schools, parks, daycare center, including the fact the current state law would pre-exempt the ordinance. Dieringer also reported that the Commission is planning to focus on the Criminal Justice System to address disparity issues, such as incarceration rates and will meet two times this month, September 10 and September 24 for their Retreat. Dieringer states that she would like to continue to attend the Commission meetings on behalf of the Subcommittee to continue to encourage inclusivity and promote the Subcommittee.

2. Equal Opportunities Commission Report

See Chair report. Chair Dieringer included issues before the Commission.

3. DCR Staff Report

Nunez reported on the AAD's participation in Judge Doyle Square development addressing compliance with AA and TIF requirements, hiring of a new Equity Coordinator by the Mayor, the Budget issues, Capital Budget is before BOE, Mayor has proposed some amendments to Capital Budget, the Operating Budget will go before BOE in October and then the Council in October/November. Staff presented plaque to Dieringer for her services to the City and Commission as Chair of the Subcommittee.

## DISCUSSION / ACTION ITEMS

[40222](#)

Confirmation of Cindy Schmelzer as Co-Chair

A motion was made by Dieringer, seconded by Leitinger, to accept Schmelzer's confirmation. The motion passed by voice vote/other.

[40223](#)

Meeting Time Change

Brief discussion regarding potential dates that will allow for better coordination with the Commission meeting. New meeting date: Third Thursday of the month.

A motion was made by Dieringer, seconded by Leitinger, to accept the date. The motion passed by voice vote/other.

6. [38877](#) Creating Section 39.08 and Section 33.07(7)(k)14. of the Madison General Ordinances to create a policy requiring certain city contractors to “Ban the Box” by eliminating questions about criminal and arrest record in their hiring practices, when contracting with the City, creating Sec. 33.07(7)(k)14. to make Ban the Box a prequalification requirement, and amending Sec. 39.07(3)(c)10. to exempt credit rating agencies from the Equal Benefits ordinance.

The Subcommittee discussed the expansion Section 39.08 and Section 33.07(7)(k)14, of the Madison General Ordinances to create a policy requiring certain city contractors to “Ban the Box” by eliminating questions about criminal and arrest record in their hiring practices, when contracting with the City, creating Sec. 33.07(7)(k)14; to make Ban the Box a prequalification requirement, and amending Sec. 39.07(3)(c)10; to exempt credit rating agencies from the Equal Benefits Ordinance. Nunez provided information to the members regarding the expansion to include private employers doing business with the city, to include contractors, vendors and suppliers, with the exception of state/federal requirements for police, fire, Metro and first responders, that will follow the equal benefits above \$25,000. Exceptions will also include regulations by Department of Professional Services and Health Services. The Subcommittee members discussed the referred item and expressed concerns about how the proposed change such as, how it would further exacerbate racial access to career tracks, compliance with current ordinance and requirements regarding background checks, and City’s rationale behind exceptions related to Ban the Box. The consensus of the Subcommittee was to have staff provide additional background information and get input from the City Attorney’s Office before vetting the proposal. Staff was directed to disseminate additional information and invite Lara Mainella to attend October’s meeting.

7. [40224](#) Formalization of 2015-2016 Subcommittee Goals

Due to time constraints, Wohlfert called for a motion to table Item 7; Formalization of 2015-2016 Goals, until next meeting.

A motion was made by Schmelzer, seconded by Zweber, to Table. The motion passed by voice vote/other.

#### **FUTURE TOPICS FROM THE FLOOR**

Items to be considered or brought before the Subcommittee will be discussed at the next meeting.

## **ANNOUNCEMENTS**

- Leitinger made a request for two volunteers for Lapham School.
- Blackwell announced the Urban League's Jazz Cabaret September 25th.
- Wanner announced Madison College's part-time job fair on September 30th and disseminated event flyer.
- Dieringer announced new position at YWCA – Racial Justice-Equity/Diversity focusing on Rotary Businesses, 15th Annual Racial Justice Summit (event promotional material disseminated) and will be presented with an award at the Urban League's Jazz Cabaret.

## **ADJOURNMENT**

Wohlfert called for a motion to adjourn.

A motion was made by Schmelzer, seconded by Dieringer, to Adjourn at 1:30 p.m. The motion passed by voice vote/other.