



City of Madison

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

Thursday, May 18, 2017

12:00 PM

The QTI Group
702 East Washington Avenue
Large Conference Room, Second Floor

1. CALL TO ORDER / ROLL CALL

The meeting was called to order at 12:03pm.

Others present: Investigator/Conciliator Charlyn Cruz-Nunez, Alder Rebecca Kemble, Equal Opportunities Commissioner Adam Brabender, Megan Koch, William Stryker, and Arlette Kambwa-Gitau.

Present: 3 - Laura J. Zweber; Jason Hiller and Jenny Wohlfert

Excused: 1 - David Witkowski

2. APPROVAL OF MINUTES

Laura Zweber moved to approve the minutes from the meeting on April 20, 2017 without correction. The motion was seconded by Jenny Wohlfert and passed by voice vote.

3. PUBLIC COMMENT

There was no public comment.

4. DISCLOSURES AND RECUSALS

There were no disclosures or recusals.

DISCUSSION / ACTION ITEMS

5. [46814](#) Discussion on member recruitment strategy

The members reviewed the brochure, suggested to have members to give it another look. Charlyn suggested to have time at the June meeting to work on editing the brochure. Members agreed. She continued to update the Subcommittee on the 3 consecutive attendance rule. Indicated EOD staff is meeting with Mayors office to figure out how to move forward on the rule and attendance/quorum issues. Jason will check to see if he has access to SHRM mailing list for recruitment. Arlette mentioned United Way as a resource for recruitment as a volunteer opportunity. Will mentioned to target organizations that are missing from the committee rather than individuals. He also suggested to ask individuals who used to be members on the subcommittee to assist with recruiting, and to plan strategically to have material and information that

informs individuals of the value for them and their organization in joining the Subcommittee.

Members mentioned to highlight the changes of the Subcommittee for recruitment purposes. They also suggested to come up with a list of organizations to reach out for recruitment. Arlette suggested law firms as a resource for recruitment as they facilitate trainings for HR professionals. Other resources included: Attend the Job Fair at the Alliant Energy Center, Madison Chamber of Commerce, and Colleges / Universities. Other members suggested to make September an educational meeting to attract members. Arlette committed to reach out to United Way, Jason to various attorneys, Laura to colleges/schools, and Jenny to check with Margaret Lietinger. Will mentioned he will no longer be able to attend the Subcommittee.

6. [45142](#)

How to deal with the stigma of mental illness in the workplace

Jason Hiller indicated the EEOC has guidelines for working with people who have mental illness, and that SHRM also has a guide. Laura stated some initiatives her employer has, such as featuring famous people who have mental illness and/or invisible disabilities. Jenny indicated that in her experience, issues come up after people are hired such as attendance and performance issues. Adam mentioned the Yahara House has a job squad that work at looking for job opportunities for people with mental illness. He also suggested arranging a tour of the Yahara House. Members suggested it can be arranged sometime in the Fall, perhaps October. The members asked for the meeting times of 2017 and 2017 to be shared with them.

7. Discussion of items referred and communication from Mayor's office

This discussion was postponed for next meeting as they have not received clarification from Mayor's office. Jason Hiller is waiting for a response from City of Madison Deputy Mayor Gloria Reyes.

8. FUTURE TOPICS FROM THE FLOOR

Agenda for the retreat:

- Membership recruitment materials/plan
- EOC Employment Subcommittee Brochure editing
- List of individuals/organizations to target
- E-mail letter to send to potential members
- Planning 2017/2018 calendar
- Meeting time discussion
- Plan Yahara House October meeting

9. ANNOUNCEMENTS

Jenny Wohlfert announced her resignation, as did Will Strycker. He will send an official email notifying his resignation from the Employment Subcommittee.

10. ADJOURNMENT

Laura Zweber motion to adjourn the meeting at 1:33PM. The motion was seconded by Jenny Wohlfert, and passed via voice vote.