

Tamara D. Grigsby Office for Equity and Inclusion – Staff Report – November 2023

EOC - Currently 8 Commissioners

- A. RE Commissioners that have not attended any or very few EOC meetings
 - Continued follow up for removal of non-attendance for over a long period of time and with lack of communication to the commission.

- B. RE ADA accommodation request, specifically phone call before EOC meeting
 - One call will go out as per requested before the meeting for the ADA accommodation. The staff will continue to send out the agenda and reminder along with a reminder e-mail, there is a link that is sent as well.

- C. RE CROWN Act 2022 – Creating a Respectful and Open World for Natural Hair Act- prohibits race-based hair discrimination in employment, housing etc.
 - Dane County did pass its version of the Crown Act that only applies to Dane County employees and those that contract with Dane County. Dane County cannot pass an ordinance or resolution making the Crown Act effective against private employers.

- D. RE Leave Times and employees with disabilities follow up
 - Dane County still has the COVID leave exception through this year, if employees have COVID they can use that time according to its parameters. Employees can also file for FMLA if they have long lasting medical conditions from COVID. Unsure regarding employees with ongoing issues, as that is not being tracked.

- E. Upcoming Presentations
 - None

- F. **Current Complaints and Resolutions**
 - Pretrial Services – Department Workplace Environment – OEI & ER conducted, provided overview – resolved. Overview provided to department.

- G. **2023 EOC Meeting Dates- remainder of year**

Tuesday, December 19