

## Tamara D. Grigsby Office for Equity and Inclusion – Staff Report – January 2024

EOC - Currently 8 Commissioners

- A. RE Commissioners attending and not attending EOC meetings
  - Reminder, when staff sends an e-mail or invite to an upcoming EOC meeting, please confirm if you will be attending or not attending and inform if you will be attending virtually or in person. The responses assist in counting for quorum; we need at least five commissioners for quorum.
  - There will be 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 a 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 email; additionally, there is a link sent separately 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 had a COVID leave exception, where employees could use their time according to its parameters, this ended in 2023.
  - Employees can file for FMLA if they have long lasting medical conditions from COVID etc.
  - There is no record of the number of employees with ongoing COVID issues that has not been tracked.
  - Presently in effect, there is a Temporary Exception to the Employee Benefit Handbook to increase the Sick Leave Accrual rate from 4 hours every pay period to 5.5 hours every pay period and to allow employees to go negative in their sick leave balance.
- E. Upcoming Presentations
  - American Disabilities Act (ADA) Coordinator, will reschedule in 2024
  - Medical Examiner’s Office, will reschedule in 2024
- F. **Current Complaints and Resolutions**
  - None

G. 2024 EOC Meeting Dates

Pending