



Dane County

Minutes - Final Unless Amended by Committee

Equal Opportunity Commission

Consider:

Who benefits? Who is burdened?

Who does not have a voice at the table?

How can policymakers mitigate unintended consequences?

Tuesday, October 21, 2025

5:30 PM

Hybrid Meeting: Attend in person at the City County
Building in Room 356; attend virtually via Zoom.

See below for additional instructions on how to attend the meeting and provide public
testimony.

A. Call To Order

Present 5 - ANNIE WEATHERBY-FLOWERS, ANGIE HICKS, Secretary LAURA LAHTI, Vice
Chair HENRY FRIES, and Chair CHELSEY TUBBS

Excused 1 - JACOB HANIFL

Absent 3 - SAMUEL KATZ, LISA JACKSON, and SIDA LY-XIONG

B. Consideration of Minutes

[2025](#) EOC Minutes 08/19/2025
[MIN-277](#)

Attachments: [2025 MIN-277](#)

A motion was made by FRIES, seconded by LAHTI, that the Minutes be approved.
The motion carried by a voice vote.

C. Action Items

1. Establish Subcommittee

Vote for EOC Creation of Subcommittee for upcoming event
tentatively scheduled for 2026

A motion was made by LAHTI, seconded by FRIES, that there be a
subcommittee for the event scheduled for 2026. The motion carried by
unanimous consent.

D. Discussion Items

1. Tamara D. Grigsby Office for Equity & Inclusion and EOC
collaboration community themed event

a. Discussion: type of event, title, location, date, funding, other logistics

If there isn't a lot to cover on the agenda, there may be a discussion about the upcoming event, as Chair has approved under Discussion Items. Subcommittee would need to have resolution, have it noticed, and cover logistical details, then provide updates in the EOC meeting. For members interested in joining subcommittee, they will have the opportunity in the November 2025 meeting to join, schedule meeting dates, Secretary LAHTI will provide updates on the subcommittee.

There was a discussion about many people doing things closely related to equity but not engaging, especially with the youth etc. Commissioners should do better job in connecting with people we serve e.g., elderly, people of color, transgender. Inquiry about how our resources are being spent and who is included. Concern that certain groups are petitioning only for people their groups and not system-wide.

It was discussed that there is the opportunity to discuss what alignment can look like as a commission, we are all connected and serve the County in different ways. This upcoming event can be an opportunity to be a bridge.

E. Presentations

F. Reports to Committee

1. Chair's Report

The EOC Chair will summarize meeting and other related activities on behalf of the Commission since the last Commission meeting. For information only. Any items raised for future discussion will be posted on the next agenda. Update from the County Executive's Office.

Previous OEI Advisory meeting items were tabled, Chair will attend future meeting and give update.

2. EOC Staff Report

[2025
RPT-372](#)

EOC Staff Report OCTOBER/2025

Attachments: [2025 RPT-372](#)

3. Secretary's Report

LAHTI and FRIES met with Director Wes Sparkman, regarding Dane County Cultural Fest. This covered ideas, Alliant Energy Center, Controller's Office, and approval from County Executive Agard to move forward pending not spending from the budget. Would like to have sub-committee to assist with planning.

Director Sparkman provided update from meeting with LAHTI and FRIES. He stated there was excitement about the event, good time to highlight values of culture. He discussed follow up with the County Controller, specifically a resolution can be done after budget season to receive funds and to spend funds for Fall 2026 event. Timeline, bank accounts, scholarships, raising funds for department to be used for the committee and other pertaining information can be discussed in the near future. Community credit possible option for one year, may negotiate for the future.

G. Future Meeting Items and Dates

Next meeting - November 18, 2025

Equity analysis from Dane County
Equitable spending and overview in Dane County
EOC create title for upcoming event for 2026 to assist subcommittee
Inclusive language of all multicultural groups on Google doc
Pertaining organizations on Google doc

H. Public Comment on Items not on the Agenda

I. Such Other Business as Allowed by Law

J. Adjourn

A motion was made by FRIES, seconded by WEATHERBY-FLOWERS, that the meeting be adjourned. The motion carried unanimously.