



# 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?*

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Tuesday, June 17, 2025

5:30 PM

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

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

#### A. Call To Order

**Present** 6 - ANNIE WEATHERBY-FLOWERS, ANGIE HICKS, Secretary LAURA LAHTI, SIDA  
LY-XIONG, Vice Chair HENRY FRIES, and Chair CHELSEY TUBBS

**Excused** 1 - JACOB HANIFL

**Absent** 2 - SAMUEL KATZ, and LISA JACKSON

#### B. Consideration of Minutes

[2025](#) EOC Minutes 05/20/2025  
[MIN-121](#)

**Attachments:** [2025 MIN-121](#)

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

#### C. Action Items

#### D. Presentations

##### 1. Theola Carter, Manager of Policy and Program Improvement

Presentation by Theola Carter with follow up questions and discussions.  
Inquiry regarding cross-training, it was discussed that OEI staff cross-trains  
within the department. Discussion about procedures for cross-filing  
complaints across different jurisdictions. Inquiry regarding Affirmative Action  
regarding Equity Plans and outcome impact. Inquiry regarding hiring  
pertaining to Equity Plans. Discussion about communication, e.g. how to  
relay messages when out in the community. Inquiry regarding timeline for  
frequency of Equity Plans updates.  
Inquiry regarding involvement with persons with disabilities. Manager Carter  
stated if anyone had questions regarding equity plans, they could be given  
her contact information.

**E. 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 item raise for future discussion will be posted on the next agenda. Update from County Executives' Office.

[2025](#)  
[RPT-065](#) Chair Tubbs DC EOC 2025 Planning Input Document

**Attachments:** [2025 RPT-065](#)

[2025](#)  
[RPT-063](#) EOC PowerPoint

**Attachments:** [2025 RPT-063](#)

OEI Advisory - event recognizing Tamara D. Grigsby, how to support potential partnership and follow up questions.

**2. Vice-Chair Report**

None

**3. EOC Staff Report**

[2025](#)  
[RPT-130](#) EOC Staff Report JUNE/2025

**Attachments:** [2025 RPT-130](#)

Staff Report correction:ADA Coordinator - Ellen Derge's work hours: Monday – Thursday 7:45 AM to 4:30 PM

**F. Future Meeting Items and Dates**

Next meeting - July 15, 2025

Global fest discussions, more information regarding collaboration

**G. Public Comment on Items not on the Agenda****H. Such Other Business as Allowed by Law**

## **I. Adjourn**

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

Minutes respectfully submitted by Reyna Vasquez, pending Equal Opportunity Commission approval