



Dane County

Minutes - Draft

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, August 8, 2023

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

Meeting called to order at 5:41pm

Staff: Carrie Braxton

Present 7 - Vice Chair SHIA FISHER, SAMUEL KATZ, ANNIE WEATHERBY-FLOWERS, APRIL KIGEYA, Chair DANA PELLEBON, Supervisor RICK ROSE, and CHELSEY TUBBS

Absent 2 - JENNA BOYD, and SERGIO HERNANDEZ

B. Public Comment on Items not on the Agenda

None

C. Consideration of Minutes

[2023](#) EOC Minutes 06-13-23
[MIN-171](#)

Attachments: [2023 MIN-171](#)

Minutes approved

D. Action Items

1. Vote for Secretary 2023

WEATHERBY-FLOWERS self nominated, seconded by KATZ that WEATHERBY-FLOWERS be Secretary, no opposition, motion passed.

2. Discuss updating language in slideshow

[2022 RPT-730](#) EOC Slideshow

Attachments: [2022 RPT-730](#)

Powerpoint updates on hold pending follow-up with Corporation Counsel regarding language and feedback including referendum codifying Crown Act. It is suggested that the language and feedback be reflective and consistent with EEOC.gov website. Discussion regarding additional follow-up.

E. Presentations

1. Theola Carter - Manager of Policy and Program Improvement will discuss Dane County Equity Plans

Ms. Carter presented in depth about the Equity Plans process. Chair PELLEBON followed up about OEI Advisory Board meetings that Ms. Carter staff; discussed appreciation for expansive lens with equity plans, language access and disability concerns.

Discussion about when monies are attached to Equity Plans, departments can include in their budget for review by the County Executive or a County Board Supervisor. The Equity Plan - Three Tier Approach used by departments and uploaded to the website was easy to understand.

Requested information about different Leave times, including people with disabilities receiving unequal treatment. Leave policies not supporting Long-time Covid disabilities, sick time, and FMLA affected.

In referencing the 2015 Race to Equity Report, suggested examination post-Covid regarding equity issues. Supervisor KIGEYA, Chair of Personnel and Finance Committee's Equity, Recruitment and Retention Subcommittee, has an upcoming meeting on August 18, 2023, from 12:00PM to 1:30PM that will include impact regarding recruitment and retention.

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

Chair PELLEBON discussed releasing upcoming PIE Grant and Equity Plans.

2. Vice Chair's Report

None

3. Staff's Report

[2023 RPT-203](#) EOC Staff Report AUGUST/2023

Attachments: [2023 RPT-203](#)

Discussion on non-attending commissioners, staff to follow-up. Discussion regarding accommodations for EOC meeting.

4. Juneteenth Report

[2023 RPT-205](#) Juneteenth Report JULY/2023

Attachments: [2023 RPT-205](#)

Positive feedback for Director of OEI- Wes Sparkman and Alliant Energy Center Director, for collaborating to assist with vehicles for the Juneteenth Day event at Penn Park.

5. 2023 Henry Vilas Zoo Workplace plan 5/1/23

[2023 RPT-096](#) Henry Vilas Zoo Workplace Plan

Attachments: [2023 RPT-096](#)

[2023 RPT-204](#) Henry Vilas Zoo Workplace Plan - Response to EOC

Attachments: [2023 RPT-204](#)

Regarding proposal for consultation, what is Nina Collective?

G. Future Meeting Items and Dates

Next EOC Hybrid meeting - Monday, September 18, 2023

H. Such Other Business as Allowed by Law

I. Adjourn

Meeting adjourned at 6:58PM.
Minutes respectively submitted by Reyna Vasquez, pending EOC approval.