

## **Excerpt of Affirmative Action Plan**

### **G. EQUAL OPPORTUNITY COMMISSION**

It shall be the duty and responsibility of the Commission to ensure Dane County Ordinances, Chapters 19 and all other applicable federal, state and county EEO/AA statutes, ordinances, executive orders, regulations, policies and procedures within its areas of responsibility are implemented. These duties and responsibilities shall be reflected through policies, procedures and programs developed under Chapter 15.12 of the Dane County Ordinances. The Commission activities shall include, but is not limited to, the following:

1. Act as an advisory body to the County Executive, Director of the Dane County Civil Rights Department, and the Dane County Board of Supervisors and by making recommendations on EEO/AA issues, plans, policies, procedures, problems and programs as necessary.
2. The Commission may initiate special projects to enhance opportunities for traditionally excluded groups; collaborate with a wide range of individuals and organizations in the county to promote positive means of engaging the community in equal opportunities; design initiatives and support existing efforts to increase cooperation and enhance understanding among diverse populations.
3. Work closely with the Dane County Civil Rights Department Director in monitoring EEO/AA plans, policies, problems, procedures and programs.
4. Advise the Dane County Civil Rights Department in gathering information and developing specific plans, procedures and programs to meet EEO/AA objectives.
5. Advise the Dane County Civil Rights Department Director on development and maintenance of an EEO/AA plan.
6. The selection, tenure and removal of the members of the commission will be as stated in Dane County Ordinance, Chapter 15.12 of the Dane County Ordinances and ex-officio members may be appointed as set forth in Dane County Ordinances, Chapter 19, Section 19.06 (1) (a).