



# 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?*

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Tuesday, September 29, 2020

5:30 PM Please join my meeting from your computer, tablet or smartphone.

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*If you would like to register to speak on/support/oppose an agenda item, please fill out a registration form by Clicking the link: <https://www.surveymonkey.com/r/XMNVRTS>*

*Registrations will be accepted until 30 minutes prior to the beginning of the meeting. Staff will then call you into the meeting when the item is before the board.*

#### A. Call To Order

**Chair Weatherby-Flowers deferred to Vice-Chair Rea to facilitate meeting.**

**Present** 6 - SHIA FISHER, Vice Chair JOSE REA, Chair ANNIE WEATHERBY-FLOWERS, JACKIE HUNT, Supervisor ELENA HAASL, and Supervisor TERAN PETERSON

**Excused** 2 - OTIS HARRIS, and SAMUEL KATZ

#### B. Consideration of Minutes

[2020](#)  
[MIN-167](#)

## EOC MINUTES 8-11-20

**Attachments:** [EOC Minutes 8-11-20](#)

A motion was made by Fisher, seconded by Supervisor Peterson that the Minutes be approved. Approved unanimously, the motion was carried by voice vote.

Motion made by Fisher to suspend rules to have meeting and not worry about rules for this meeting, no second motion, motion did not carry. Rea proceeded with meeting using Robert's Rules of Order.

### C. Action Items

Public position/ policy statements on behalf of EOC addressing current state of affairs with regard to mission and authority.

Motion to discuss creating public statements on behalf of EOC re current state of affairs.

Rea inquired about EOC being able to give statements about current issues, wanted clarification. Weatherby-Flowers discussed that EOC could make statements but that due to lack of quorum at the time, the County Executive, Joe Parisi had given a statement regarding the current issues and therefore it was not necessary for EOC to give a statement at this time. Executive Committee, consisting of Chair, Co-Chair and Secretary to meet and discuss writing statements.

## D. Presentations

Rea inquired about the Review of Equal Opportunity Commission Overview procedure manual (power point) attached to agenda. Rea moved to amend agenda. Supervisor Peterson motioned to move agenda item Review of Equal Opportunity Commission Overview procedure manual (power point) from Reports to Committee to Presentations, Supervisor Haasl seconded it, motion carried by voice vote.

Rea opened up opportunity for feedback re procedure manual. Inquired about creating sub-committee or initiative to fulfill duties and needed funds for e.g. promotional materials, where the funds would come from, as it is in ordinance. Weatherby-Flowers explained the procedure manual, so that commissioners would review and know what their roles and responsibilities were.

Weatherby-Flowers named Executive Committee and discussed scheduling a meeting. Weatherby-Flowers discussed OEI Advisory Board meeting request, to review Affirmative Action and Hiring Practices as a group or Executive Committee or just select people. Discussed need for dual voices for some issues that arise e.g. hiring, equity pieces and funding.

Fisher discussed having consistency inquired about having something more to commemorate Tamara D. Grigsby's memory re information from procedural manual. Fisher discussed concerns about EOC vacancies, attendance issues, procedures, duties, appointments, struggles for quorum but is happy for current momentum for primary duties and to advise Supervisors. Fisher stated virtual arrangement is more accommodating for operation throughout the year than previous arrangement.

Fisher discussed having presentations from OEI's Contract Compliance Specialist, Manager of Policy and Program Improvement and having procedures and perspectives from OEI. Rea encouraged commissioners with questions to review Equal Opportunity Commission Overview procedure manual power point and bring questions to the next EOC meeting.

## E. Reports to Committee

## Chair's Report

The EOC Chair will summarize meetings 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. Updates from County Executive's Office.

Review of Equal Opportunity Commission Overview procedure manual to include roles and responsibilities.

Creation of executive committee, and creation of sub-committee to review upcoming report.

**Weatherby-Flowers discussed OEI Advisory Board and meeting as a combined group or only with Executive Committee, provide dual voice re issues e.g. hiring practices, equity, how to proceed as a group etc. Discussed the Executive Committee needing to meet roles, responsibilities and duties regarding the creation of subcommittee or initiative, discussed having jobs on upcoming agenda, shared oversight. Discussed Supervisors advising from board level with equity lens, making recommendations and share regularly. Rea stated that the Executive Committee should meet with the OEI Advisory Board. Also discussed that Supervisors should be sharing reports regarding annual budget or everything in general with thoughts on what should be reviewed with "Equity Lens". Fisher stated for efficiency that the Executive Committee should meet with the OEI Advisory Board.**

**Supervisor Haasl inquired about how to send reports e.g. e-mails, it was discussed that she could send information to OEI staff Carrie Braxton to disseminate information to EOC. Supervisors Peterson and Haasl discussed Resolutions to stop building the jail with regards to equitable and incarceration for Dane County, dismantling the Huber program, equity in mental health backed by the County Executive. Rea discussed Executive Committee releasing statements. Fisher inquired about Equity and Inclusive inquiry from Supervisors.**

## Terms/Vacancies

**No new appointments, one vacancy.**

**Rea inquired about filling vacancies on EOC staff explained monthly follow up with County Executive's Assistant. Fisher wanted to discuss attendance policy, has a proposal, identify issues and discuss solutions, does not want it to be punitive, suggests to discuss in Executive meeting. Weatherby-Flowers, Hunt and Rea commented on attendance, recommendations that go to the County Executive, the effect of Covid-19, non-attendance reasons/justifications, request to meet more frequently, Executive meetings, quorum, substantial responsibility, subjective regarding who determines responses, no-call, no show should be reported to County Executive etc.**

## Budgetary Implications

Larger departments may see a 5.0% reduction and smaller departments may see a 2.5% reduction.

The funds deducted for OEI were made across everything discretionary.

OEI Advisory Committee is reviewing the information and will schedule a meeting with EOC.

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Tabled. Request from Vice-Chair Rea a breakdown of proposed budget cuts and the budget to review for meeting with OEI Advisory Committee.

## F. Future Meeting Items and Dates

Discuss EOC attendance

Any current resolutions to discuss

Creation of executive committee, and creation of sub-committee to review upcoming report,

Next EOC meeting will be on Tuesday, October 13, 2020, 5:30pm to 7:00pm, City County Building, 210 Martin Luther King Jr. Blvd. Rm 356 or TBD

Minority businesses helping with community engagement and mental health, community based initiatives

Discuss equity plans creation of procedural guide follow up

Create list of recommendations for ordinance, amendments for County deemed advisable per Affirmative Action Plan

## G. Public Comment on Items not on the Agenda

## H. Such Other Business as Allowed by Law

## I. Adjourn

Meeting Adjourned at 7:00PM

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*LUS CIM: Yog hais tias koj xav tau ib tug neeg txhais lus, ib tug neeg txhais ntawv, cov ntawv ua lwm hom ntawv los sis lwm cov kev pab kom siv tau cov kev pab, cov kev ua ub no (activity) los sis qhov kev pab cuam, thov hu rau tus xov tooj hauv qab yam tsawg peb hnuv ua hauj lwm ua ntej yuav tuaj sib tham.*

*Carrie Braxton, 608 266-4795 or [Braxton.carrie@countyofdane.com](mailto:Braxton.carrie@countyofdane.com)*