



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, January 10, 2023

5:30 PM

Virtual Zoom Meeting: See top of agenda for
instructions on how to join the webinar or call in by
phone.

A. Call To Order

Meeting called to order at 5:32pm

Present: ANNIE WEATHERBY-FLOWERS

Present 6 - SHIA FISHER, SAMUEL KATZ, APRIL KIGEYA, Supervisor DANA PELLEBON,
Supervisor RICK ROSE, and CHELSEY TUBBS

Absent 2 - JENNA BOYD, and SERGIO HERNANDEZ

Staff: Carrie Braxton

Brief introduction from Commission members, due to some being newer.

B. Public Comment on Items not on the Agenda

C. Consideration of Minutes

[2022](#) EOC Minutes 10-13-2022
[MIN-355](#)

Attachments: [2022 MIN-355](#)

A motion was made by ROSE, seconded by KIGEYA that the Minutes be adopted.
The motion carried unanimously by voice vote.

D. Action Items

1. Vote Chair and Vice-Chair for 2023

Discussion from WEATHERBY-FLOWERS wanting to suspend rules and accept previous election with current Chair WEATHERBY-FLOWERS and Vice-Chair FISHER from election held on 10/13/22. She said she would not submit her name for consideration, as she didn't get to serve in role, would be an At Large member. A motion was made by KATZ, seconded by PELLEBON to reconsider election of 10/2022, by unanimous consent for current Chair and Vice Chair. FISHER felt this should be done by roll call. Friendly amendment, motion by roll call vote, carried by roll call, 5- 1 FISHER voted nay.

WEATHERBY-FLOWERS discussed having a Secretary for the EOC. FISHER discussed being previous Secretary and read rules about EOC from Chapter 1, regarding electing officers at the first meeting of the year etc. Stated secretary is helpful in running Executive Committee meetings and ensuring Staff has necessary preparations from monthly meeting and in preparing agenda to upload to Legistar. WEATHERBY-FLOWERS discussed revisiting Secretary position ROSE motioned, seconded by KIGEYA that the motion be on hold until next meeting. The motion carried unanimously.

2. Vote meeting dates for 2023 - Options Tuesday or Wednesday

There was a discussion about hybrid meetings with the option of meeting in person, clarifications about which days to accommodate Supervisors who had standing meetings, scheduling opposite PP&J meetings. A motion was made by PELLEBON, seconded by TUBBS to move the meetings to Tuesdays before the first County Board meeting of the month. The motion carried unanimously. This is effective February 2023.

E. Presentations

1. PowerPoint orientation for new commissioners facilitated by Chair or Vice-Chair tentatively.

WEATHERBY-FLOWERS discussed knowing roles and responsibilities, create policies and procedures. Discussed wanting to have Director Sparkman attend a meeting to walk through the EOC roles and responsibilities, etc. Some members expressed not receiving the Power point and want to view to later discuss.

Chair WEATHERBY-FLOWERS submitted to Vice Chair FISHER to continue meeting. FISHER discussed parts of the EOC Powerpoint, suggested commissioners view it, wanted to highlight area about OEI and what the Chair does so OEI can get analysis and make recommendations to County Board of Supervisors. FISHER discussed quorum, technology and supports meeting in person if that will help. Staff was asked to make sure a copy of the Power point is sent out prior to next meeting, staff concurred.

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.

FISHER discussed areas covered from last year such as Dane County investigations that included the Zoo, wanting to know what was going on, how to assist, and ongoing quorum issues. Also, discussed previous EOC Executive meetings where staff was asked to present methodology for investigations, strategizing on how to increase quorum etc. FISHER asked if staff was prepared to present at current meeting, was optimistic about momentum and the new appointees. FISHER discussed the EOC Executive Committee not having a secretary and Director Sparkman inquiring about EOC Executive meeting sun setting. FISHER didn't have an answer but stated EOC has the authority to have an Executive Committee if there is a Secretary. KATZ discussed his participation via Zoom versus in person, what we do as a body, how he e-mails OEI's Clerk Reyna news clipping about events happening, and he would like to change from advisory to giving advice on policy. FISHER discussed meeting functions, being clear of what sections and what is being done e.g. reports and other information in the other parts of the meeting.

2. Staff's Report

EOC currently has 9 Commissioners

a. Staff Carrie Braxton and Reyna Vasquez, attended a 1 ½ day Committee Academy Training. This included reviewing many ordinances, rules etc. The plan is to possibly open it up later in 2023 for others serving on Dane County committees.

b. The EOC Executive Committee, a sub-committee – ended on sunset December 31, 2022. The concern was to put more focus on the Equal Opportunity Commission.

c. Follow up regarding collaborating with OEI Advisory and City EOC

- The OEI Advisory is staffed by the Policy and Program Improvement Manager and focuses on Equity Plans, Pie Food Grant, etc. The EOC Chair who also attends the OEI Advisory meetings can share information from those meetings with EOC. In addition, Dane County EOC commissioners are welcome to sit in on these meetings. There will not be any collaboration at this time.

- The City EOC is under the City's jurisdiction, with different handbooks, employee groups, and Administrative Practices. Dane County does not have jurisdiction over City information and/or functions. There will not be any collaboration at this time.

d. OEI follow up regarding discrimination complaints of Highway and Zoo.

i. Highway update - There was a Highway Department investigation conducted from May 9, 2022 to June 2, 2022, by myself and Kabura Mukasa - Human Resources Manager from Employee Relations Division. We presented a summary of our findings at the Highway Department's all-staff training on October 4, 2022. We covered areas that included – themes and suggested improvements. We included management's feedback, encouraged, and received some employee feedback. We have begun scheduled visits to the different Highway garages.

ii. Zoo update - There was a Henry Vilas Zoo Department investigation conducted by myself and Kabura Mukasa from April 14, 2022 to April 26, 2022. We presented a summary of our findings at the Zoo's all-staff department meeting on May 5, 2022. We covered areas that included – themes and suggested improvements. We included management's feedback and encouraged and received employee feedback.

iii. In June 2022, the Dane County Board of Supervisors requested an independent investigation of the Zoo. Retired Judge Valerie Bailey was hired and her findings were similar to the initial findings. The Zoo is currently working on the suggestions that myself and Kabura suggested.

e. Highway workplace discrimination, number of complaints from people of color

i. For 2022 - 2

f. Zoo workplace discrimination, number of complaints from people of color.

i. For 2022 - 3

g. What is County's stance/consorted conversation regarding Employee Group Representation (EGR) on following up on these discrimination matters?

i. The County supports following up on any and all discrimination matters – this includes EGR.

WEATHERBY-FLOWERS discussed EOC being quasi-judicial body, can investigate, look at outcomes e.g. complaints, having an Executive Branch is part of ordinance, expressed having power limited by having Executive Committee sunset. This should be looked at as body and pursued, requests annual report of complaints, looking at procedures, knowing authority, being involved, getting information late, directing staff to give monthly reports on the number of complaints, resolutions, concerns in front of Board of Supervisors. Encourage Supervisors to inform of items that may need to go on the agenda to support work, OEI, community etc.

KATZ discussed in reference to staff's report, that the zoo investigation was handled correctly. KATZ and FISHER request to have the judge's report attached in next meeting agenda under Report section.

FISHER discussed that Chair asked him about notifications about Equity Plans being on line and up-to-date. During a joint OEI and EOC meeting, there were out of date Equity Plans, wants to make sure public can access.

Staff responded commenting on the lack of quorum but not for lack of effort on her end regarding submitting reports.

G. Future Meeting Items and Dates

Next EOC meeting - February 2023 - actual date TBD

Next meeting February 28, 2023

KATZ discussed Wall Street Journal, Journalist being arrested while being black while trying to report on a story, how would Dane County handle this, what are the protections?

H. Such Other Business as Allowed by Law

I. Adjourn

Meeting was adjourn at 6:58pm.

Minutes respectively submitted by Reyna Vasquez, pending EOC approval.