

### **15.12 EQUAL OPPORTUNITY COMMISSION.**

**(1)** As used in this section:

**(a)** *Commission* means the equal opportunity commission.

**(b)** *Director* means the director of the Tamara D. Grigsby Dane County Civil Rights Department or their designee.

**(2)** The commission shall consist of nine members. In making her or his appointments, the county executive shall give due consideration to a membership which reflects the gender, racial and ethnic characteristics of the Dane County community, including representatives of people with disabilities. At least two members shall be county supervisors. No more than one member shall be a Dane County employee.

**(3)** Commission members shall serve staggered three year terms.

**(4)** *Transitional provision.* Notwithstanding sub. (3), the county executive shall designate the initial terms of appointees so that three terms expire in each of the first two years and three in the third year. Appointments for unexpired terms shall be for the balance of the term only.

**(5)** The director shall be responsible for the preparation and submission of recommendations for an effective affirmative action plan to the commission and ultimately to the county board and county executive. The director shall provide the commission and its advisory committees with such staff assistance as may be required to carry out its functions.

**(6)** The commission shall advise the county executive and county board on ways in which county government can affirmatively create equal opportunity for the county's diverse citizenry, including county employees. This includes policy advice and oversight of the county's efforts to provide equal opportunity pursuant to chapter 19, which commits the county to take affirmative action to provide opportunities in employment and county contracting for groups that have been historically excluded from the county's workforce and contracting. The commission shall also advise and assist the county executive, county board, and county staff to promote full participation of traditionally underrepresented populations in broader community life, including opportunities related to employment throughout the Dane County economy, housing, recreation, economic development, and the social and political life of the community. 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 provide positive means of engaging the community in equal opportunities; and design initiatives and support existing efforts to increase cooperation and enhance understanding among diverse populations. The commission shall also serve as a resource for county government on matters pertaining to the county's diverse population.

**(7)(a)** The Dane County Civil Rights Department advisory subcommittee shall consist of 11 members as follows: three (3) members appointed by the County Executive; two (2) members of the county board and two (2) community members appointed by the County Board Chair; the director of Public Health Madison Dane County; the Chair of the Equal Opportunities Commission; the Chancellor of the UW-Madison or designee; and the President of Madison College or designee. The County Executive and County Board Chair appointees shall be approved by the County Board, and shall serve two (2) year terms.

**(b)** The advisory subcommittee scores applications for the Partners in Community Grants.

**(c)** Staff assistance to the advisory subcommittee shall be provided by the Tamara D. Grigsby Dane County Civil Rights Department.

[History: (4) am., OA 8, 1985-86, adopted 10/17/85; (1) am., OA 6, 1986-87, adopted 08/21/86; (1) and (5) am. and (6) cr., Sub. 1 to OA 46, 1993-94, pub. 05/16/94; (1) and (5) am., OA 36, 1995-96, pub. 01/16/96; 15.12 am., OA 17, 1999-2000, pub. 12/14/99; (7) rescinded, Sub. 1 to 2017 OA-51, pub. 04/24/18; (1)(b) am., 2019 OA-7, pub. 09/24/19; (1)(b) am. and (7) cr., 2025 OA-25, pub. 12/31/25.]